CHRONI

of Higher Education.

January 8, 1992 • \$2,75 Volume XXXVIII, Number 18

F JORD

687

1993

Quote, Unquote

News Summary: Page A3

"Democracy is not wholly free from contradiction, but it rests on a cer-tain bedrock of stability that is fairly

Francis Fukuyama, discussing the "and of history": A9

"People will assume that if it gets bad we could just lob shells into the stratosphere. This will keep them from making hard decisions, like reducing carbon dioxide and CFC's."

A scientist, on proposels to countered men-made atmospheric problems: A7

"I learned how incredibly difficult curricular reform is. Trying to recon-cile the needs of engineers and musicians is all but impossible."

A professor at the U. of Mtami: A18

"Do you put people out of nursing homes to pay for higher education? It's a terrible chuice."

Astate higher-education leader, on the bleak budget picture: A25

"Boh Atwell is a functionary who clther should represent all higher edu-cation equitably or step uside."

The president of a lobbying group for black caltages: A37

you're guing to see scientists coming over here by the tens of thousands and driving taxleabs."

A director of Russian studies, on the problems Russian scientists face: A46

"I saw nothing terribly incriminating."
An Auburn U. trustee, on sudia tapes broadcast on "80 Minutes": A44

"Underclass is a particularly nasty label. Earlier terms such as pauper, vagrant, and tramp were openly pe-jorative, but underclass is a technical-acunding word that hides its pejo-rative meaning."

The sociologist Herbert J. Gens: A56

SECTION 1	PAGES A1-58
Athletics	A43-44
Business & Philenthrop	A39-40
Gezetts	A47
Government & Politics	A24-38
Information Technology	A19-23
International	A45-46
Personal & Professions	A15-18
Scholarship	A6-14
Students	A41-42
SECTION 2	PAGES B1-92
Bulletin Board	B8-91
Opinion, Letters, Arts	B1-7



Francis Fukuyama: "Democracy... rests on a cartain badrock of stability that is fairly impressive.

BACK IN PRINT

Author Revisits Disputed Thesis About the 'End of History'

By ELLEN K. COUGHLIN

WASHINGTON In the summer of 1989, Francis Pukuyanın declared that history had come to an end.

In an essay in The National Interest, he argued that history, in the philosophical sense of an evolutionary process that culminates in a worldwide ideological consensus, was over; with the impending collarse of communism, liberal democracy was triumphant.

Mr. Fukuyama, a political scientist at the nano Corporation, says that developments since then-the disintegration of the Soviet Union being a prime example-have borne out his

It's a good thing for Mr. Fukuyama that events seem to be conspiring in his favor. He is about to come out with nn expanded version of his thesis, a book called The End of History and the Last Man, to be published this month by the

If the book provokes anything like the reaction the cssay did-more than two years later, scholars are still reacting to it Continued on Page A8

President of Black-College Lobbying Group Stirs Furor With Claim ACE Is Racist

By SCOTT JASCHIK

WASHINGTON The president of the major lobbying group for historically black colleges has accused the American Council on Education of racism and the council's president of hostillty toward black colleges.

The charge, in a letter from Samuel L. Myers, president of the National Association for Equal Opportunity In Higher Education, stunned many of the black-college presidents to whom it was sent. While most of the presidents who agreed to comment said Mr. Myers had raised a few good points, they all said they believed the American Council and its president, Robert H. Atwell, had been strong supporters

of black colleges and minority students. Several black-college officials said the letter reflected poor leadership of NAFEO. They added that the lobbying group that needed to provide better services to black colleges was not the ACE, but NAPEO itself. They also expressed fear that the controport for black colleges, both in the American Council and among government offi-

Mr. Atwell said he was "saddened and engered" by the letter, which he sald was



Samual L. Myers. His letter sileges "the persistence of racism at the American Council on Education under Bob Atwell's presidency."

inaccurate in its descriptions of the ACE. Mr. Myers said that almost all of the blackcollege presidents who responded to his letter had indicated "support for my Continued on Page A37

Russia Is Struggling to Salvage Sciences; New Academy Formed

By KIM A. McDONALD

With the demise of the Soviet Union and the re-emergence of Russia as an international power, the Soviet Academy of Sci-ences, which once controlled a vast network of 250 government-financed research Institutes, has transferred its authority to the newly formed Russian Academy of Sci-

The leaders of the new academy promised reforms to improve the quality of Russien seience. But whether the body will be cepable of making major changes in the eurrent system as it struggles to maintain its scientific enterprise is unclear.

Deteriorating research facilities, shortages of eurrency to pay for equipment and chemicals, and a government pay scale thet gives the typical researcher only half the salary of a Moseow bus driver are now ail threatening the health of Russian science and raising fears of a massive "brain

Frank Press, president of the National Academy of Sciences, said many American selentists returning from Russia had Continued on Page A45

A Bleak Legislative Outlook for Higher Education

The dismal financial conditions confronting legislators in most states will result in another year of hardships for public colleges and universities, a Chronicle survey indicates. College officisls and lawmakers

predict further layoffs, sharp increases in tuition, and limits on student enrollment. See story on Page A25. A preview of the Issues in each of the 50 state legislatures begins on Page A26.



erije ografi. Po

0

This Week in The Chronicle

NO EASY FIX FOR GLOBAL WARMING . Novel proposals to remedy global warming or ozone

depletion won't work, scientists say: A6

Researchers say gases from Mount Pinatubo's eruption will cool the earth over the next two years: A7 **GENIALS OF HOLOCAUST CONGEMNED**

The council of the American Historical Association last week approved a statement deploring the efforts of "Holocaust revisionists"; A6

LABELS THAT DAMAGE THE VICTIMS OF POVERTY Terms that social scientists use to describe the poor can become self-fulfilling prophecies. Point of View: A56

MANIPULATING THE HISTORY OF RACE AND SEXUALITY Clarence Thomas's use of the lynching meternor was simplistic, inaccurate, and incomplete. Opinion: B2

Centers for Soviet studies fece identity crisis: AS Economic changes in 1980's found to hurt children: A8 Pos said to explore insenity defense in crims stories: A8 Funeral boats of first Egyption phereohs are uncovered: AS Study ties akin tons to disadvantages emong blacks; AB \$1 new schoterty books: A12

Computing

BRIDGING THE COMPLITING GAP An institute established by tam and the University of

North Carolina helps faculty members and the computer industry teach each other: A19

MULTIMEDIA CLASSROOMS IN THE BUSINESS SCHOOL An actuarial scientist of Pennsylvonin State U. is trying to get his colleagues involved with technology: A20

Information center creeted for women in Boston aree: A19 Supercomputer will focus exclusively on globel change: A19 Video helps increese ewareness of reciel stereotypes; A19 Interective system to link Russiens and Americans: A23 New tools to enelyze observetory and setellite date; A23 Network acts as 'textbook' for course on environment: A23 College offers eye exam for the computer-wery: A23 14 new computer progrems, 3 new optical disks: A22

Personal & Professional Concerns

CURRICULAR REFORM: STILL A PRIORITY Efforts to improve undergraduate education are continuing, but assessments of their scope and effectiveness differ: A15

PSYCHOLOGY AGENCY UNDER FIRE Its accreditation of a clinical program at the U. of North Texas has angered students and professors: A16

TEXAS LAW SCHOOL GETS A CHANGE AGENT The state's first female law dean, Barbara Bader Aldave, has quickly become a catalyst for sweeping Initiatives at St. Mary's Law School: A5

FACULTY ARTISTS AND MARKETPLACE VALUES Commercial success should not be a mojor criterion in evaluating the work of artist-educators. Opinion: B1

U. of Floride professor told to suspend animal research: A4 Phermeolst resigns from U. of Florids's health center: A4 Thief staals teeth from cadevers at U. of Pennsylvania; A4 Temple U. firss finencial director over embezzied funds: A4 Professor says Clemson violated his rights: A4 American Indians powwow at St. Thomas U.: A4 Specs cepsule to remain on Nabresks campus: A6 NAS hopes to preete e new accrediting group: A15 New push egainst copyright infringament planned: A15 Proposals for teacher-aducation reform to get trial run: A17 Naw York City principels get training and support: A17 Floride moves to belence its supply of teachers: A17 Reports eddress teecher-education reform: A17



in e seminar on the Suprame Court, students at New York University's lew school dabate major cases end rander opinions months before the Justices in Weshington do: A41

SERIALS NO. 83687

Federal & State Governments

BLACK-COLLEGE LEAGERS GEORY ATTACK ON ACE They're angry over a letter written by the head of a black-college lobbying group charging the American Council on Education and its chief with racism; A1

CLARIFICATION OF U.S. PROPOSALS ON MINORITY AIG Education Department regulations could bur colleges from soliciting gifts for minority scholarships: A24

DESEGREGATION ORDER FOR ALABAMA A federal judge has ordered many public colleges in the sinte to take specific steps to end segregation: A24

MIDDLE STATES MOVE CRITICIZED Its decision to back down on "diversity stenderds" is snid to give the U.S. power over accreditation: A24

STANFORO PREPARES FOR MORE BAO NEWS Defense Department is expected to contend that the university overcharged the U.S. by \$200-million: A37

aroup calls for diversity in humanities-board nominaes: A24 Unwed perents called liebia for children's college costa: A35 Report criticizes many stets essessment programs: A35 3 Democrate differ on higher-education policy: A36 Buchanen bemoans state of U.S. education: A36 IRS clarifies limit on private-college bonds, A38 Civil-rights office eyes change in investigations policy: A3S Pentagon will spand \$30-million lass on universities: A3S GAO wents Parking I can default rates recalculated: ASR Solenes scarlemy is engaged in overhead controversy: A35 U.S. working on pien to help businesses use research: A38

NEW CHARGES, NEW PRESIDENT

As Auburn II faced fresh allegations of wrongdoing in its football program, trustees vowed to give a newly hired chief executive more authority over sports: A43

NCAA EXPECTED TO RAISE ACADEMIC STANDAROS Although opposition remains, approval is expected for a package of proposals on college athletes' eligibility: A43

Big-time football has only one black he ad coach: A43 Slockbuster Bowl mekes offer for championship game: A43 Tarkanien cielms NCAA drove him from cosching: A44 NCAA, Montans football player settle drug-teeting suit: A44 Three basketball stars chollenge insligibility rulings: A44

AMERICAN INGIAN SYMBOLS: NEW DEBATES Colleges try to appease not only critics but also olumni, who find nicknames and mascols endearing: A39

United Airlines gives San Jose State U. 1847 A5. 3 MAR 1993 Unwented cellers clog phone lines to a Stanford Junior sets up fund in Chine's Ningbo City, A39 Knight Foundation hands out 5 chacks for \$100,000: A39 AT&T fund gives \$3.7-million to black-college fund: A40 Alumnus will give \$10-million to Shaw U.: A40 Whacling Jeault College receives its largest gift ever: A40 Foundation grants; gifts and bequests: A40

NOT JUST AN ACADEMIC EXERCISE Lsw students at New York U. decide Supreme Court cases months before the real justices do: A41

FALL ENROLLMENTS TOP 14 MILLION Federal data indicate that goins by two-year colleges largely fueled a 3.2-per-cent rise in student rolls; A41

Nine die in stempade et City College: A4 Senta Cruz students protest tree-cutting: A5 Saloit course will examine 'political correctness': A41 Maine hospitol eteps in to help nursing students: A41 Kuweltl offers scholarships to 2 Gulf war vaterana: A41

International

CONCERNS OVER RUSSIAN SCIENCE holars heve expressed doubts about the viability of Russie's newly established Academy of Sciences: Al

RADICAL STEP BY AUTONOMOUS U. OF MEXICO For the first time in 43 years, the institution plans to raise its rates, currently 250 pesos a year-the equivalent of six cents: A45

Forsign students in Russie lose scholarships: A45 Australian university forced by oreditors to make cuts: A46



STUDENT ART AS 'THE BRIDGE'

Works by students from seven countries will be exhibited, starting this week, in Hiroshima, Japan: B7 LITTLE-KNOWN ILLUSTRATIONS BY WINSLOW HOMER The major American ortist produced more than 160 drawings to illustrate works of prose and poetry. B92

Deaths: A48

PRINCIPLES of SOUND RETIREMENT INVESTING

EVERYONE WILL GIVE YOU THEIR TWO CENTS WORTH, BUT WILL THAT BE ENOUGH TO RETIRE ON?

oday there seems to be an investment expert or a financial adviser just about everywhere you turn. But just how qualified are all these experts?

Peace of mind about your retirement comes from solid planning. From investments and services that are designed and managed with your needs and retirement security specifically in mind. The kind of investments and services TIAA-CREF has been providing for more than 70 years.

WE'LL HELP YOU GET WHAT YOU WANT OUT OF RETIREMENT.

Because our counselors are trained retirement professionals, they have only you and your future in mind. So you're treated as the unique person you are, with special needs and concerns about retirement. And that makes for an understanding, comfortable relationship.

HELPING YOU BUILD A REWARDING RETIREMENT.

With TIAA-CREF, you have plenty of choice and flexibility-from TIAA's traditional annuity, with its guarantees, to the investment opportunities available



Ensuring the future for those who shape it.™ SEND NOW FOR A FREE RETIREMENT INVESTMENT KIT.

will add up to more than spare change.

through the variable annuity accounts of

CREF. And because we're nonprofit, our

expense charges are among the lowest in

the insurance and mutual fund industries:

So more of your money is where it should

pension system in the world-with over

to find a reliable pension plan provider.

\$95 billion in assets, serving over one

million participants nationwide.

Today, TIAA-CREF is the largest private

TIAA-CREF: THE CHOICE THAT MAKES SENSE.

It's tough to wade through all the "advice"

But as a member of the educational and

research community, the best choice is simple:

TIAA-CREF. Because when it comes to help-

ing you save for your retirement, our annuities

be: working for you.

Mail this coupon to: TIAA-CREF, Dept. QC, 730 Third Avenue, New York, NY 10017. Or call 1 800-842-2733, Ext. 8016.

Name (Please print) State Zip Code Institution (Full name) Daytime Phone (TIAA-CREF Participant If yes, Social Security # □ Yes □ No

A. M. Best Co., Best's Insurance Reports; Lipper Analytical Services Incorporated, Mutual Fund Performance Analysis,

MARGINALLA

Headline on a flyer from the Amer ican Council on Educatian / Macmillan Series on Higher Education: PROGRAM-ORIENTED

LEADERSHIP IN HIGHER EDUCATION NEW IDEAS FOR

Here's one: Don't create problems that need sloving in the first place.

Alarming news from a newsletter, Bricks and Mortar, about a temporary closing of the library at Mankato State University:

"The move necessitates the complete disruption, removal, and re-installation of all computer systems, telephones, library materials and

Credit line under a picture in The

PEROUE UNIVERSITY "One of the Big Hen institutions?" a reader asks,

A hill of fare at the University of Massachusetts-Boston assures ua:
"Menu prices include the necessary disposable aerviceware and staff."

Pleture caption in the Texas Medi-

cal Center News:
"Mike Templeton, 33, was the center of attention as he showed off The battery-powered heart assist device that saved his life for reporters during a preas conference."

Talk obout drama!

Notica in The Stallion, the newa-paper at Abraham Baldwin Agricul-

tural College:
"Students should look at the lists posted on the bulletin boards outside the Registrar's Office for the location of their advisor-advisee meetings which were held yesterday from 8:30 a.m.o.a.m."

Of bistorical Interest, probably.

Note in Library Hotline about the

Department of State library:
"A naw addition is the Rare Book and Special Collections Room where some of the library's treasurers that had previously been in storage can be displayed."

They're well preserved, we hope.

Several readers bave elipped and returned to us a front-page headline that we published recently:

LIMITEO SUPPLIES HAMPER RESSARCH

SHORTAGES A PROBLEM FOR THOSE STUDYING PSYCHIATRIC DISORDERS

"Applies to oil the disciplines wouldn't you say?" one reader

In Brief

Stop animal research,

Fjorida professor told

DAINESVILLE, FLA.—A Univer sity of Florida cammittee has suspended a faculty member's right to use animals in research, after finding he had conducted such work without university approval and taken paur care of same af the animals.

The university's committee ar animal care and use ordered Jack Gaskin, assaciate professor of in fectious diseases, to suspend animal research for six manths, the panel's chairman said.

The committee found Mr. Gaskin kept rodents, birds, and a snake without authorization or university property in overcrowded conditions. The committee also found that some of the animals did not appear to be setting enough food and water, Mr. Gaskin said he had nermissian to keen some of the animals and did not mixtreal any of them.

Thief steals teeth

from cadavers

PHILAGELPHIA-A thicf stol the gold teeth from several cadav ers used by medical students at the University of Pennsylvania.

University police are investi gating the incident, in which someone apparently broke into the university's anstomy inboratories and atole the teeth, valued at \$20 to \$40 each. The Isborstories are restricted to students, faculty mombers, and the univarsity medical center's employees.

remove valuable teeth from ca-

corpace. The teeth will be reincaption.

Mr. Riley is believed to have



Nine die in stampede at City College

University of New York may be to blame for failing to provide adequate security at a | clined to comment.

NEW YORK-City investiga- | basketball game between rap atara. Fans pushing to get into the City College of the City | the college gym caused nine people to be crushed to death. Campus officials have de-

from the institution over an IS

month period, according to uni-

versity officials. Mr. Riley, who

had worked for Temple since

December 1988, could not be

reached for comment.

Temple U, fires

financial director

PIULAGELPIUA-Temple Uni reraity has fired one of its top fi nancial officials, Raymond A. Ri embezzling university funds. Mr. Riley, who was director of so-counts payable, was fired last University officials now plan to month after a week-long internal investigation. The police charged davers before students dissect the him with forgery and theft by de-

me embezzled more than \$125,000

Professor says Clemson violated his rights

-science department at Clamson University will not be June amid allegations that he used his classroom to preach his reli-gious beliefs.

Charles W. Dunn, who ian Baptist, has been head of the depart-

■ Due to a miscalculation by the Council for Advancement and Support of Education, an article on a draft report of case's pronosed campaign accounting rules 1991) contained an error. The article should have said that a \$100,000 pledge made in the will of a 65-year-old mnn, after being discounted according to a pro-

CLEMSON, S.C.—The head of | ment for 20 years and is als bright Foreign Scholarshin Board. Campus officials said th department needed a new leader

Last month The Charlotte Ob server obtained a copy of an inter nal letter from 1989 in which four members of the department cor tended that Mr. Dunn had held prayer sessions in his office and had pressured students about their religious beliefs.

Robert A. Waller, dean of the College of Liberal Arts at Clemson, said the decision not to real point Mr. Dunn had nothing to do with the allegations. Clemson in vestigated and found no evidence to support the claims, he said. Mr. Dunn said his First Amen

ment rights had been violated "Since when is it wrong to pray in your office?" he asked, adding: posed formula, would be reported as a commitment of \$46,156.

Pharmacist reeigns

over birth-control pill

GAINESVILLE, FLA.—A pharmacist at the University of Florida's student health center has resigned under pressure from university officials after repeate complaints from students that he refused to dispense the prescrip tion drug Ovrul, which can be used to terminate a pregnancy.

"morning-after pill," prevents the implantation of a fertilized egg if a woman takes the pill within 72 hours of having sex.

The pharmacist, Michael Kat-sonis, had worked for the univer-

sity's Student Health Services for two years. He refused to fill preacrintions for the drug because be said its use conflicted with his religious beliefs.

According to a spokesman for the university the pharmacy tried beliefs by outting another planmacist on call when Mr. Katsonis worked alone so students could have uccess to Ovral. The university said the arrangement had failed after Mr. Katsonis ordered pharmacy employee not to giv ut a prescription for Ovral that as filled by another pharmacist.

Mr. Katsonia, who could not be reached for comment, resigne last week, but the university agreed to pay him until his coa a tract expires in June.



Indians powwow at St. Thomas U.

American Indiana from around the United States and Canada

house last month. The two-day event, a "contest

ST. PAUL-More than 5,000 | tions-a dance contest and drum contest-and awarded

\$21,000 in prize money.

According to a university offigathered for a powwow at the University of St. Thomas field eial, 300 dancers and 19 drum groups competed in the powwow, which was sponsored by the uni

a powwow," featured two competi-The Consection of Histor Debuglics (see con-pipel is published weelly raccord the filled used in Amort said the last two works in December, or 1255 Yearny-Third Street, N. W., Worldoo, 2000 and State Consections 201 does not consecut the consecution of the United States of America, representation that the United States of America, representation the debuglic and the United States of America, representation the Consection States (Consection States Consection States Consection

Santa Cruz students

proteet tree cutting

SANTA CRUZ, CAL .- Forty people were arrested at the University of California at Santa Cruz (right) during a two-day protest to block the cutting of about 150 redwood trees for construction of a new residential college.

The protesters marched

through a cardoned-off site near the center of the campus where buildozers and work crews were removing the trees. The construction site is in a wooded grove been used by atudenta for picnics and other recreation,

Most of those arrested by the police, including eight students. were charged with trespassing.

The long-planned project will include residence halls, classroom buildings, and faculty offices, which will make up the new | the hazards to students.



Protest leaders charged that the university planned the tree-cutting during Christmas vacation, when few students would be an the campus. A university spakes



United donates jet to San Jose State

linea has donated o jet aircraft to San Jose Stato University for use by students and instructors in the inliversity's aviation-training program. The Boeing 727-100, an old ireraft that is being plused out of United's fleet, is one of the few besaenger planes to be given to a tions, and navigation.

SAN JORR, CAL.-United Air- I university, institution officials ternational Airport, where the fucilities of the university's Départment of Avistion are located.

The plane will be used only for ground instruction, in the nreas of hydraulics, electrical communica

Space capsule to remain on Nebraska campus

ty of Nebraska Board of Regents bas turned down o proposal to move a deteriorating space caprule from its campus to a muse

um, where it could be restored. The capsule, Apollo 9, was used as an unmanned, expe tal eraft in the Apollo space program. It has been kept outside or Nebraska's campus for more than 20 years, and is showing signs of

LINCOLN, NEO.—The Universi- | anokesman. The university cannot afford the \$500,000 it would cost to renovate the capsule, the apokesman said.

A Kansss agency offered to tifacts in exchange for the capwould look for private money to renovate the capsule so it could remain in Nebraska. Meanwhile, university officials plan to move it



First Female Law Dean in Texas Is a Change Agent

SAN ANTONIO, TEX.
Na ane can necuse Barbare Bader Aldave of dragging her feet. Since she took over as dean of St. Mary's School of Law here two years ago, the institution has transformed its traditional nuts-and bolts curriculum by affering such seminars as "Women Feminisim and the Law" and expanding programs in public-interest, environmental, and international law.

It has established four legal-aid clinics that allow students to gain academic credit by helping low-income clients, and it has aggressive ly recruited minarity students and faculty members. The school has even abalished a decades-ald dress code that prohibited students from wearing shorts to classes.

The force behind the sweeping changes is Ms. Aldave, who is the first woman to be appointed dean of n Texas law school and is one of about a dozen female law-school

"She's been a remarkable catalyst for new initiatives," says John Schmolesky, a professor of law a St. Mary's. "She has Iren energy and breadth of interest," Mr. Schmolesky teaches at the law school and works with students enrolled at the university's capital-punishment clinic, which trains students to represent death-row in-mates in post-conviction proceed ings. The university alsa has clinics where students can practice immipration invenile instice and pover ty law, helping clients who could not atherwise afford lawyers.

Law students, who had criticized previous administrators for their rigid, authoritarian styles, have found Ms. Aldave's more informa styla refreshing. In the two years since sha was appointed dean, she has eliminated most course requirementa. She siso has relexed the school's grading system by abolish-ing numerical ranks and allowing struggling students more time to improva their grades before they are oxpelled. Students, who had lained for years about the lack of involvement in governance

matters, are now included on al policy-making committees. Ms. Aldave, a former professo of law at the University of Texas at Auslin, has managed to repair some schisms within the faculty ranks, as mission of training in well. Before she came, the facult was deeply divided into conserve tive and more liberal campa, with frequant disputes arupting abou the school's mission, as well as more concrete matters such as con-

troversial tenure decisions. According to Mr. Schmolask and other faculty members, Ms, Aldave helped bring about a more constructive dialogue between the varring parties.

Diversifying the Faculty "She's perceived as being fair in dealing with everyone," Mr. Sehmolesky says, "She has a much

nore open administration. Sioca sha has been dean, Ma. Aldave also has moved to diversify the faculty. While at the University of Texas. Ms. Aldave had been acsentation of women and minorityBarbara Badar Aldave: Law schools don't help students think about incorporating their careers with "the rest of their lives." and then working parents often find themselves locked into high-paying but grueling jobs that da not give them the flaxibility they would like, she save Likewise lawvers who want to switch to lower-paying public-interest jobs later in their ca-

the University of Texas because of Its sheer size.

Of the aix faculty members sha has hired at St. Mary's, three are women and three are either black or

group members in both the faculty

and student population. At St. Mary's, she felt she could have the

The changes Ms. Aldave has made have not been without controversy. Some faculty members have expressed concern that the law school is atraying too far from its traditional mission of training lawyers in the technical aspects of

The opposition has generally been low-key, and, in fact, no one

Some are concerned that the school is straying too far from its traditional

technical aspects of the

would speak on the record against the changes Ms. Aldave has initinted. However, some faculty members said privately that the relaxed grading policies and less-atructured curriculum have jeopardized the school's academic integrity. But Ma. Aldava believes that law

schools abould do more than produce technically trained lawyera. "I think law schools do an excel-

sense, of teaching skills and a knowledge of the law," she aaya. "But they do not encourage atudents to think about how they're going to incorporate their eareers with the rest of their lives." Students who become lawvers

ers often ara unable to hecausa of high student-lonn debts, she says. Counselors at St. Mury's encourage students to consider not only the eareers they wish to pursue, but also how they would like ultimately to balance those careers with their

personni lives. Students niso should be well grounded in ethics and have a sense of responsibility to their communities, Ms. Aldave believes. That is why ahe established the law clinics. I think students who work in the clinles will take awny sharply improved skills," she says. "And I think thay will develop a real sensitivity to the problems of the poor and develop an understanding of the rewards and satisfaction of serving underrepresented portions

'A Mid-Life Crisis'

Before eoming to St. Mary's, Ms. Aldave taught law nt the University of Texas for 15 years. She as vaile offer from St. Mary's came while she was "in a mid-life crisis trying to decide what to do with the

est of my career."
While St. Mary's is much smaller and less well-known than the University of Texas, the offer was appealing. "I had a lot of ideas I want ed to implement, and I thought St. Mary's might be a pisce that would be sympathetic to them," she says.

John J. Moder, president of St. Mary's, has high praisa for Ms. Al-

dave.
"Barbara has a can-do attitude and she goes after the job with sushave been dramatie."



Rootes

Like the republica of the former Soviet Union, some of the scholarly programs devoted to the study of the now-non-existent nation are facing an identity erisis.

The faculty in the Soviet-studies

The faculty in the Soviet-studies department at the Johns Hopkins University School of Advanced International Studies in Washington will decide on a new trame for the program aborily and meanwhile will

welcome suggestions.
Robert T. Huber, who oversees
the Soviet-studies program at the
Social Science Research Council in
New York, snys the council is
eonsidering renaming the program
"Post-Soviet Studies" or "Eurasian
Studies." But, he adds, a name
change "is not n high priority."

The name, he say, "is the least Interesting question, as opposed to the Intellectual challenges now facing all the social-science disciplines." In move away from a focus solely on Russia or any one republic of the former Soviet Union. Over the pust 18 months, the Soviet program has shifted its support to sebolars with competence both in area studies and in the research methods of a specified discipline—Sepcially sociology and anthropology, which had been underemphasized.

Christine Porto, administrative coordinator of Harvard University's Soviet Union program, says that despite messages on her answering machine "asking how li feels to be granting degrees for studying a country that no longer axista," the program is woiting for the dust to settle before changing its name.

Louise 1. Shelley, chair of the justice, law, and seciety program at American University, reports—with some sailsfaction—that the university a Russian-studies and Soviet Union programs anticipated eventa. More than u pear ago, the faculty renamed las programs "Stavic and Related Studies."

Scholara at last week's annual meeting of the American Historical Association were having problems of their own keeping up with eventa in the eratwhile Soviet Union.

They certainly had enough to talk about at a session entitled "The Transformation of Soviet Society." But because that transformation had gone farther than any of the meeting planners had dreamed, one key

passings have degened, one say speaker at the session was missing. Sergel Stankevich, vice-mayor of the Moscow City Council and a member of the now-defunct Congress of People's Deputies, was to have given a talk chiled "Commenta About Current Political Problems in the Saviet Union." His absence was the most pawerful comment of all,

comment or an...
According to Carol S. Leonard, a historian at the State University of New York at Platsburgh Mr. Stankevich had sent a telegram expressing his regrets. "The country is in crisic; there is no food," if read in part. "I'm sorry I can't come to the ANA."

Scholarship

Novel Ideas to Remedy Global Warming and Ozone Loss Won't Work, Scientists Say

Researchers fear proposals to 'engineer' climate will delay preventive measures



Richard P. Turco, professor of atmospheric sciences; "All of us are concerned about the idea of tinkaring with a system that we don't really understand that well."



F. Sherwood Rowland, professor of chamistry: "Nothing that has bean proposed yet comes evan ramotely close to baing feasible or to solving the problem."

By KIM A. McDONALD

Mounting concern over the impact of global warming and the depletion of the ozone layer has prompted a growing aumer of scientista to propose ways of conteracting the atmospheric problems caused by manking.

oy maintain.

Some of the suggestions—such as fertilizing plant life in the southern oceans with lrong plant life in the southern oceans with from fossil-luel burning—are being tested by researchers who believe it may be feasible to "engineer" large-scale changes in the atmosphere.

But prominent atmospheric scientists who have examined the proposals carefully say oone of the many ideas put forth so far are likely to make any appreciable impact on the problems of global warming or ozone depiction.

Speaking at a meeting here of the American Geophysical Union, several of the scientists also warned that many of those scenarios could backfire, triggering unexpected chemical reactions in the atmosphere that might exucerbate the very problems they sought to prevent.

"All of us are concerned about the idea of tinkering with a system that we don't really understand that well," sald Richsrd P. Turco. a professor of atmospheric sciences at the University of California at Los Angeles.

'Prevention Is the Only Thing'

"Nothing that has been proposed yet comes even remotely close to being feasible or to solving the problem," said F. Sherwood Rowland, professor of chemitry at the University of California at Irviae." "So far the only thing we can say is that you have to live with it. Prevention is the only thing that we have found will work."

Mr. Rowland conceded that most of the proposals now being offered by scientist to fix the atmosphere are closer to science fiction thao reality and are being discussed only half-seriously at meetings. Neverthe-

Historical Association Issues Statement Deploring Efforts to Deny Holocaust

By ELLEN K. COUGHLIN

The governing council of the American Historical Association, meeting at the group's annual confarence here last week, unnnimously approved a statement condemning recent claims that the Nazi extermination of Jews in World War II is a myth.

"The AHA council strongly deplores the publicly reported attempts to deny the fact of the Holocaust," the statement said. "No serious historian questions that the Holocaust took place."

Over the past year, efforts by neo-Nazis and others to deny the Holocaust—through such means as advertisements placed in atudent newspapersalarmed scholars. Last fall, however, the 13-member AHA council declined to issue a statement explicitly asserting the truth of the Holocaust, largely because of the strong feeling of some that the association should not be in the business of certifying thistorical facts, unlead, the council called trues." said 12 think we continue the council called trues." and 12 think we continue the council called trues." and 12 think we continue the council called trues." and 12 think we continue the council called the council called trues." and 12 think we continue the council called trues.

on historians to "encourage study of the significance of the Holocaust." Some 300 Signnturea Collected

The council's latest action, taken on the closing day of the association's annual meeting, came in response to a ground swell of support among historians at the conference for a more forceful statement against the so-called "Holocaust revisionists." Approximately 300 signatures were

collected on a petition, circulated laformally at the conference, calling on the AMA council to take a public position against attempts to deny the fact of the Holocaust.

"If we'd had the time and the personal I think we could have gotten 3,000 signstures," said John W. Chambers, associations for the professor of history at Rutgers University who spearheaded the petition effort.

Mr. Chambers said many who signed be petition were alarmed at the presence of people at the entrance of the conventise hotel handing out pamphlets purporting the refutch historical claims about the Nazice-centration camps. Others at the meeting expressed dismay at the AHA council's earlier fullure to take a stronger stand against the revisionist position.

less, he and others worry that such discussions may lead policy makers and the public to betieve that a technological solution to large-scale atmospheric problems is nossible.

"What I'm concerned about is that these idens will introduce complacency in high places," said Mr. Turco. "People will assume that if it gets bad we could just lob shells into the stratosphere. This will keep them from making hard decisions, like reducing earbon dioxide and CFC's."

Chlorofluorocarbons, or CFC's, nre chemical refrigerunts that are thought to be responsible for the depletion of the layer of ozone in the upper atmosphere that shields the earth from most of the harmful ultraviolet radiation from the sun. Each full, Mr. Rowland said, chemicni reactions in the atmosphere above Antarctica lead to the temporary loss of about one billium tons, or 3 per cent of the glubal amount, of ozone.

"On average, we have about 5 per cent less ozone in the atmosphere than we did 10 years ago on a global basis," he said,

Novel and Fanciful Proposals

Carbon dioxide, nitrous oxide, and other products from the combustion of fossil fuels, meanwhile, are believed by many scientists to be largely responsible for the gradual rise in global temperatures. They note that average global temperatures have risen by about one degree Fahrenheli over the last century and me estimated, according to some models, to Increase several more degrees over the next century. The result of all of this, many researchers contend, will be widespread climatic changes.

To preven further increases in global temperatures, some scientists have proposed a number of novel and somewhat fanciful methods to cool the earth. They include lofting millions of mirrored balcons to reflect sunlight, partially shading the earth with a giant parasol in spnce, or using nawal cannons to shoot millions of tons of dust particles or droplets of sulfuric acid into the upper atmosphere.

'Transient Gooling'

"Large volcanic aruyitons will produce a small innsient cooling of the climate," said Mr. Turco. "So the idea is that if volcances—which produce small particles in the upper almosphere composed of sulfuric acid—can cool the climate, then if we make an artificial layer of these particles we can, in some sense, compensate for any amount of greenhouse warming.

Mr. Turce estimated that enough sulfur is contained in the combustion products of fossil fuels to compensate completely for the warming caused by excess amounts of carboo dioxide, which acts like a planetary greenhouse to tran heat.

One way to use this sulfur, be said, would be to convert chemically the sulfur dioxide emitted in exhaust to carbonyl sulfide. Molecules of carbonyl sulfide could Continued on Page A10

Ash from Mount Pinatubo, the largest volcanic aruption of this cantury, darkens the sky north of Manila. Sciantists ballevs the sulfur amissions from the Philippine volcano's aruption leat Juna will lead to global cooling over the next two years,

Sulfur Emissions From Mount Pinatubo's Eruption Will Cause Earth to Cool, Climate Experts Say

SAN FRANCISCO
Scientists monitoring the steady rise
in global temperatures believe a temporary cooling trend is in store for the next
two years as volcanic gases lofted into
the upper stmosphere from Mount Pinntubo cover the earth.

The scientists, who based their prodictions on the climatic effects from previous volcanic eruptions, told a meeting of the American Geophysical Union that their computer models indicated that the gases from Mount Pinatubo would cool the earth by about one degree Pairenheit.

They said the cooling trend would begin this year and last into 1993 as the 25 million to 35 million tons of suffur-rich compounds from the Philippine voltage no's eruption last June combine with water vapor and are distributed around the globe as sulfuric-acid aerosols. Those serosols, which absorb and scatter sunlight, warm the upper atmosphere white cooling the lower atmosphere white cooling the lower atmosphere.

Largest Since Krakatoa

Researchers say the ash thrown into the atmosphere should have little lasting effect on the climate, since most of the solid matter from the volcano fell to the earth two weeks after the cruption.

But James E. Hansen, a scientist at the National Aeronautics and Space Administration's Goddard Institute for Space Studies in New York, said he expected the climatic effect of the sulfur gazes from the volcano to be significant because Mount Pinatubo's was the largest volcanic eruption since the explosive eruption of Krakatoa in 1883.

The Philippine volcano injected into the upper atmosphere twice as much suffur as El Chichon in Mexico, which crupted in 1982 and produced a tempomry global cooling of about one degree Fahrenheit.

'Significant Signal'

Mr. Hansen, one of the first scientisis to worn that fossil-fiel burning had intilated a prolonged period of global warming, said his catucinitions, showed three the cooling expected from Mount Plnatubo's emissions should effectively cancel the one degree rise in the earth's temperature that has occurred over the past century.

"It will be toward the end of the year before we gel a significant signal," he said, noting that the steady climb in global temperatures would resume after 1993.

Mr. Hansen said that because his calculations were based on models that scientists had been using to estimate the effects of global warming over the next century, measurements of the actual cooling from the wolcanic eruption would provide an important test for those models.

"During the next two years, we will either see a major substantial global cooling or our models are wrong," he said.

Other researchers, mcanwhile, will be closely monitoring the depletion in ozone and impact on regional rainfall patterns that thay believe will coincide with the movement of the volcano's cloud of sulfuric-ucid nerusal particles.

David J. Hofmann, a scientist at the National Occunic and Atmospheric Administration's climite-munitaring and diagnostics laboratory in Boulder, Colo., said that as the bulk of that cloud, which is locuted at lower Intudes, moves to nild-latitudes this month, the expected nn increase in chemical reactions that lead to the eleption of the zone, because such reactions are known to be cambyzed by sufferic-scid droolets.

"We could be setting up conditions for a major depletion of ozone this winter in the mid and northern latitudes," he warred

Changes in Rainfall Patterns

Paul Handler, a professor of physics at the University of Illinois at Urbana-Champaign, predicted that the eruption might also produce changes in rainfall patterns that could end the five-year drught in California

Mr. Handler said that past climatic records showed a strong correlation between major volcanic eruptions and the warming of see-purface temperatures in equatorial waters, known as an El Niño, during the year following each eruption. The eruption of Mount Pinatubo, he said, should produce a strong El Niño later this year, a condition that, he believes, will restore normal rainfall patterns to Galifornia.

"If there is a six-year drought in California," he added, "I will be a chastened man." —KIM A. McDONALD



Scholarshi

RESEARCH NOTES

- Cultural and economic changes during 1980's found to hurt children
- Poe eald to explore lesuee of insanity defense in his crime stories
- Archaeologists uncover the funeral boats of first Egyptian pharaohs
- Study ties dark akin tone to economic disadvantages among blacks

The cultural and econom in the 1980's helped to create a depressing climate for many children, two studies conclude

In the first study, David J. Eggebeen, a fsmily researcher, and Duniel T. Lichter, a sociologist, both at the Population Issues Resenrch Center ot Pennsylvonia Stute University, examine the impact of changes in fantily composition on children's economic well-being since 1960. In studying phers distinguish between film-ilies headed by nn unmarried female and those headed by a married couple.

The researchers, who published the results of their study in the December issue of The American Sociological Review, calculated whot the rates of child poverty would have been if the 1960 nattern of family types had exist-

They found that changing fumily structures-including declines n the number of families headed by married couples—accounter for obout half of the 4.5 per-cent increase in child poverty during

Furthermore, the increasing divergence in family composition among blacks and whites worsand long-standing racial differences in rates of child poverty. Mr. Engebeen and Mr. Lichter say the disparity is due mainly to differences in the kinds of jobs blacks obtain, rather than to their employment patterns or work

In a second study, reported in the January 5 issue of Science, Victor R. Fuchs and Diane M. Reklis, both at the Nutional Bureau of Economic Research in Stonford, Cal., say thut from 1960 to 1988, the status of American children worsened in many respects. Rates of poverty, suicide, homicide, obesity, and learning disorders all increased over that

period, they report.

They conclude that during the 1980's, economic problems—inchild at the lowest economic rungs and decreases in the time spent with their children by pnrents forced to work outside the home-played the largest role.

ers consider methods to shift income from childless households to those with children,

-CHAIS RAYMOND

Some of Edgar Allan Poe'a surrounding the insanity defense as a way of reflecting on the morality of crime, says a



Edger Allen Poe: He used the lesues surrounding the insenity sa to axplore the moral dimension of crima

Cleman notes that, in many of ity defense Poe's crime stories, such as "The Murders in the Rue Morgue," the 19th-century American writer disploys an upparent lack of interest in moral themes. The murderer in "Rue Morgue." for exantutan-an outcome that robs the

crime of ony moral content. In certain of his short stories. Mr. Cleman says. Poe demonstrates a familinrity with the controversy of his day over the insan-

In particular, people debated the concept of "partinl insanor the principle that a person did not have to be a raving lunatic to be sequitted on the grounds that he did not have the use of his reason at the time of the Second Dynasties of the pha-

"The Tell-Tale Heart" (1843). for example, is the story of a man who is driven to murder an elderheartbeat. The story is narrated by the murderer, who is attemnting to persuade a listener that he s not mad and that his act, which completely rational.

In the narrator's calm and intelligent demesnor, and in his gradual revelation of an obsession with the victim and the imagined of the excuvotion, said the boots heartbeat (which turns out to be the ticking of the victim's watch), enclosures to be of service to the In the current (December) is- Mr. Cleman argues, Poe reflects dead pharaohs.

sue of American Literature, John the issues surrounding the insan-

But Poe also turns the insanity defense on its head, Mr. Cleman maintnins. By rendering the culprit blameless, n defense of insonity robs a crime of its moral conhe argues, the murder retoins its horror. Rather, by the way Poe constructs the story, it is the murdercr's compulsion to confess and explain that is made to seem -ELLEN X. COUGHLIN

Archaeologists working in the desert of southern Egypt have uncovered a dozen large wooden boets built between 3000 and 2700 B.C., a period corresponding to the First and family income, and skin tone.

The boats, each of which is bewere encased individually within ly gentleman, buries the corpse mud-brick enclosures that were locoted near the burisl places of then thinks he hears the victim's several First and Second Dynasty pharaoha in Abydos, eight miles from the river NIIe. The discovery was made by a team of srchaeologists from the University he unhesitatingly admits, was of Pennsylvania and Yale Univer-

> David O'Connor, curator of the Egyptian section of Pennsylhad been buried near the funerary

tional disadvantages, concludes a study published in the current (November) issue of the American Journal of Sociology. Research conducted before

Smaller boat graves excavated

at Saggara and Helwan were

found to be similarly associated

with the tombs of Egyptinn no

bles, he said. But the bont graves

in Abydos, which are considera

bly larger and more elaborate, are

the first to be ossociated with the

funerary places of the earliest

Deapite increased economic

opportunities and the "black

Americans with the darkest

ence economic and occupa-

skin tone continue to experi-

beautiful" movement, black

-KIM A. MCDONALO

pharaohs, Mr. O'Connor said.

ond during the civil-rights movement indicated that, in comparion with black Americans with light skin, those with dark-skin had less income and lower standing in the black community. Economic expansion that began in the 1960's, and a black-nationalbeauty of blockness led scholars cease to play a role in blacks' success, say the authors of the new

Skin tone, however, continues to be one of the "present-day mechanisms that influence who gets what in America," sny Verna M. Keith, an assistant professor of sociology at Arizona State University, and Cedric Herring, on associate prufessor of the Institute of Government and Public Affairs at University of Illinois at Chicago.

The researchers reached their conclusions from the National Survey of Black Americans, a representative sampling of 2,107 members of black families. The survey, carried out by black interviewers included information obout each respondent's education, occupation, personal and

Ms. Keith and Mr. Herring report that, when such factors as amount of education, marital status, sex, age, and parents' economic and social status were held constant, "the fairer one's pigmentation, the higher his or her occupational standing " Similarly o black American with a hter complexion has; on average, a 50 per cent higher income thon one with a dark complexion, even when both have similar education and occupational status

and family backgrounds. The researchers say that in spite of the civil-rights movement, dark-skinned blacks are still apparently at a disadvantage both within and outside the black community.

Fukuyama Expands on 'End of History' in His New Book

Continued From Page At in print-Mr. Fukuyama will once agoin find bimself in the center of widespread attention and contra

Critics on the right said of his essay that he was premature in declaring the collapse of the comies of democracy and presumptions in trying to predict the course of history. Critics on the left maintaine that, with oll the 20th century's so cial and political ills, democrati governments could hardly be con sidered a model for the rest of the

14 Foreign Editions

Mr. Fukuyama, who was working at the State Department when he wrote bis initial essay, did not at first intend to turn his ideas into a book. But among the avalanche of than a few book offers; there will be a total of 14 foreign editions, besides the American one.

It took him a while to decide to leave his State Deportment jobhe was a denuty director of police planning in the areas of Europe as the Soviet Union, not a bad place to be in 1989-but he was final persuaded. He apent a year on the book, working in an office provid ed by RANO and living off the ad vonce from his publisher.

"It's always possible to be a bureaucrat at one point or another, he said in nn Interview at his RAND office bere. "But this opportunity by people in that many countries not going to come up all that of

In the book, Mr. Pukuyama dos not depart from his contention that the historical process uppears nation in liberal democracy. But h shifts much of the weight of his arwhether or not there can be such thing as a "directional" bist that has an end toward which it is moving.

A 'Struggle for Recognition'

Mr. Fukuyama offers two arguments for the existence of a direc tional history. The first is his contention that modern scientific and technological development sp pears to dictate an evolution of society toward capitalism. In the late 20th century, it is a fact that th world's leading stable democracie suggests a strong connection be tween capitalism and democracy. but it doesn't prove that one leads to the other. So Mr. Fukuyama turns to his

second argument, one that gets only the barest mention in his essay. He maintains, with the early 19th-century German philosopher G. W. F. Hegel, that bistory driven by what Hegel called "struggle for recognition"—their tense desire of human beings to have their inherent worth acknowledged and respected. It is that struggle, Mr. Pukuyama argue, that causes competition among states and propels the world's evelution toward liberal democracy, the political system that best proportions of Mr. Fukuyama's manuvides its citizens with equal and re-

ciprocal recognition.

Mr. Fukuvamu devotes the final section of his book to an examination of two critiques of the idea that democracy could be the end point of history.

The left, on one hand, charges

that the promise of democracy remains unfulfilled in light of the obvious economic inequality of its citizens. But this Mr. Fukuyama history, as he puts it." regards as the weaker of the two criticisms, since economic inequality is simply an incomplete realiza tion of democracy's goal of equal

He finds much more powerful the attack from the right on the goal itself. The principle of equal recognition of people who are inherent unequal, the argument goes, could never entirely satisfy everyone. In uutlining this train uf thought, Mr. Fukuyama borrows from Friedrich Nietzsche the concept of the "last man," a complacent citizen who has given up any struggle for recognot content to be "lust men " Mr Fukuyama nrgues, could eventual ly lead to further competition and conflict and could nose a serious

nation of history.

Despite such misgivings, Mr. Fukuyoma argues that liberal de-mocracy, with its checks on and

"The point on which he's absolutely right . . . is the exhaustion of all serious

alternatives to democracy and the

market economy."

outlets for the strivings of people who want more than mere equality does the best job of satisfying h manity's cravings for respec

Democracy is not wholly fre from contradiction," he soid in the interview, "but it rests on a certai bedrock of stability that is foirly

Whether Mr. Fukuyama's ex panded argument will satisfy oil the critics that his essay provoked is ar

Ken Jowitt, a professor of politi ifornia at Berkeley, has not read Mr. Fukuyama's new book but is about to publish a book himself-New World Disorder: The Lenius California Press-that he de cribed as the "antithesis" of Mr Pukuyama's ideas.

"Liberal capitalist democracy will never become the dominant form in the world," he said. While he acknowledged that democracy is probably the best form of a ernment devised so far, he called i "historical mutation.

The thought that the rest of the world is waiting for us, the mutation, to provide them with a way o life is arrogant," be said.

Others who are less critical of Mr. Fukuyama's thesis nevertheless have some questions as well Marc F. Plattner, editor of the Journal of Democracy, which is published by the National Endow

ment for Democracy, reviewed Union last August, and still seems

'The point on which he's absolutely right-and it's not something others said, but something he stathappen on January 20th.' ed first and most drumatically-is the exhaustion of all serious alternatives to democracy and the mar-ket economy," Mr. Plattner said,

"The critical question becomes whether this is a temporary phenomenon or is, in fact, the end of

Events Could Weaken Thesis

Mr. Fukuyoma does acknowledge the possibility that unfore seen events could seriously weaken his thesis. He admits, for example, to "mixed emotions" during the attempted coup in the Soviet

there, "Another coup is still nossihle," he said. "The bouk's going to he out on January 21st; it could

But he is cunfident thut, given the world as it now stands, he is

When the leaders of the fuiled Soviet coup held their first press conference, Mr. Fukuyama recalled, "a friend of mine called still safe, because they didn't utter a word about restoring social-

"It confirmed the view," he said, "that even in the Soviet Union, even among the most Neanbureaucrats, they still need to pay

In many respects, Mr. Fukuyamo's book suggests a working out for an era that no longer has to struggle against the communist threat. But he denies that he had any such ugenda in mind.

Transcendent Issues

"I'm de facto right of center in the American political debate." Mr. Fukuyama said. "But I don't regard myself as a conservative. I never started out with a premise that we conscrvatives have to figare out what our position is in light of the decline of the cold war.

"It seems to me there are issues that really transcend the American cutegories of liberal and conserva-

lin service to these democratic tive that are much more interesting and important, such us the fate o big-1, sense, as a mujor philosophi-

Irving Kristol, editor of the journal The Public Interest and publisher of The National Interest. said he also did not sec in Mr. Fukuyomo's book, which he reviewed in nunuscript, a new conservative platform. For one thing, he argued, Mr. Fukuyama could have, and probably would have. made the same argument before the cold wor was so definitively

"He's yery Hegelian about where history is going," Mr. Kristol said. "I myself am very skeptical of predictions about where his-

Education is on trial. And you happen to be the judge.





Should our schools be held to a national standard? Backed up by national testing? What curriculum will we need to be competitive in the next century? Are teachers getting paid enough? These and other issues will be debated in a courtroom setting with attorneys presenting both sides of the issues by calling real-life experts to testify.

And by calling an 800 number, you can pass jungment of the Schools "Do We Need a National Report Card?" On Jan. 13, "Are Our Public Schools CHEVELER CORPORATION



Watch "Learning in America: Education on Trial" Check your local PBS listing for time, The Chrysler Corporation is the sole underwriter,

the proposals were being put forth

by scientists with little knowledge

of atmospheric science. At a recent

meeting in Baltimore, he noted, a

vice-president of the (then) Soviet

Academy of Sciences proposed

shooting material from cannons to

80 kilometers to "fix the ozone lav-

earth's surface. The Russian scien-

lists who backed the plen, Mr.

Rowland said, "had no idea where

the ozone layer was, or what they

Other ideas are being taken more

seriously. One is to introduce hy-

drocarbons in the atmosphere that

could react with the destructive

ehlorine ions from CFC's. In 11 pa-

per in the November 22 issue of Science, Mr. Tureo, Ralph J. Cice-

rone, eltairman of the geosciences

depuriment at Irvinc, and col-

leagues suggested that n fleet of

several hundred aircraft releasing

50,000 ions a year of ethane and

control of carbon-dloxide

"We feel strongly that

emissions is really the only practical way

to maintain lower

carbon-dioxide levels."

propane into the upper almosphere

could suppress the ozone-depleting

plan also has serious flaws. "One

thing we found since we nublished

the paper is that by adding ethane,

we might accelerate the activation of chlorine and make the situation

worse," he said, leading to more

the sheer magnitude of the problem

would make executing such a rem-

edy virtually impossible. "How to deliver and distribute the chemi-

cals is not only a challenge," he

To scientists, one of the most ap pealing suggestions to engineer the

climate was the Idea, proposed several years ago by John H. Mar-

tin, director of the Moss Landing

Marine Laboratories in California

to remove excess carbon dioxide

from the atmosphere by fertilizing

That plan, first presented at a

meeting of the National Academy

of Sciences, could be tested in small-scale experiment in the equa

Scientists believe that sharp re ductions in the carbon-dioxide

content of the atmosphere during

the last ice age were partly due to increased productivity of plant life

is the southern ocean.

In many regions of the ocean
(but particularly near Antsrctica)

iron is the element whose absence limits the growth of plant life.

Iron is necessary for diatoms and

other forms of phytoplankton to

Iorial Pacific as early as 1993.

the southern oceans with iron.

Test Possible in 1993

said, "it's almost impossible."

In addition, Mr. Cicerone said,

ozone destruction.

Mr. Turco concedes that their

were going to shoot up."

15 to 25 kilometers above the

Lack of Knowledge

FELLOWSHIPS AND AWARDS

AMERICAN STUDIES ASSOCIATION

Five scholars were honored a the associution's annual meeting.

Mary Blanchard, Rutgers U.—"The la-tellection! Roots of an Aesthetic: Can-dace Wheeler and Her American Vi-sion": best student paper presented at the annual meeting.

the nnaual meetiaa. Arthur P. Buddaa, Bryn Mawr Calleac: outstanding contributions to American

outstanding contributions to American Studies.

Studies.

Shah, Brandeis U.—The American Kudehlorscupe: Roce, Elbernolicity, and the Citc Culture Week-yan University Press University Press Voluversity Press Onever Engander 1990; test published New Engander 1990; test published New Enganger 1990; test published

HISTORY OF SCIENCE SOCIETY

MADISON WIS Seven scholars received prizes at the society's annual necting.

Marlo Diagioli, II. of Culiforniu at Los Angeles.—"Onfileo the Emhlem Mok-er" (1sir, June 1990): ontstanding arti-cle published in 1sts to the previous

YOUR COLLEGE EXPERIENCE

SINATEGIEN FOR BUCCENS

Alex Boolung-Kim Pang, U. of Pennsyl-

AWALLIA

vasis—"The Social Event of the Senson: Solar Eclipse Expeditions and Nineteenth-Centry Scientific Culture: 'contained to the Control of the Control

AMERICAN GEOPHYSICAL UNION

SAN FRANCISCO Five scientists were honored at the union's fall meeting for outstanding research and leadership.

Charlan David Kaailag, Scripos Invitit-tion of Oceanography, University of California at San Depor for leudership fin murine geophysics. Themse Lay, Octave Instruction, California and Instruction of California and John Scripping, California and young sciential of outstanding ability. Irwin Shapiro, Harvard-Sailhsonian Center for Astrophysics for outstand-ing achievements in research of the Cann and Oranes of the carch and

form and dynamics of the carth and other planets.
Solyn Uyedo, Teans A&M U.: for original entributions to the basic knowledge of the earth's crust, Goorgia W. weetherdill, Carnegie Institution of Weshington: for outsmedias rehievements in research on the contilution and evulution of the earth and other planets.

W. K. KELLOGG FOUNDATION

The W. K. Kellogg Foundation

has announced the names of 45 people who have been awarded fellowships af \$35,000 ench to pursue self-designed plans of study. The foundation also will provide up to 12.5 per cent of the fellows' salaries to enable employing institutions or agencies to give fellows released time to take part in the progrant, which includes participation in seminars on issues facing leaders in domestic and international setlings. Following is a list of the fellaws and their institutional affilia-

Janat Lan Brigachnalder, assistant pro-fessor of computer science, Meredith

Britle Creek i Mich.) Canimunity Foundation, associate director of the narreactionay program, U, of Chifarnia at Sunta Cruz.
Patiola A. Manshall, assistant director of the medical-humanities program, Loyola U, Medical Center (III.).
Canana L, McDowell, assistant professor of education, Harvard V. Cullege.
Frank J. Bin, nssociate professor of medicine and inhuratary medicine, Ynle U.
Jnlla A. Bleyht, director of legislative services, Minnesota Farmers Union

Services, minime as a manufacture dean of student services. South Mountain Community College of Maricopa County Community College District. Francia H. Chang, director of the haspital community-heneits program, Boston, 18

Cennut L. MpDowell, nexistant professor of education. Hervurd U. Beborsh M. Meahan, pincement specialist and hustness-valunteer courdinater. Computer Technologies. Probabilist M. Marrigan, assistant professor of social and behavioral sciences, Boxton U. School of Public Hearth. N. International Middle School Association (Computer Control U. School School Association (Computer Control U. School Associati

tal crummanity-benefits program, Bos-non City Hospital.
Gloria Webb Glonn, vice-chancellor for institutional support, U. of South Car-olina.
Haffray R. Cox, professor and chairman of mosic, U. of New Orleans, Robert Mr. Garmewellar, mssociate pro-lessor of horticulture, Pennsylvoniu Date I. Dadage, extension 44t poscial-Sinte U. Diama L. Davina, extension 4-H special-

isi. U. of Ocorgin, Juanita E. Duariaz-Lazo, director of stu-dent activities and orientation, Texas

Justila E. Dusmas-Lazo, director of stu-dent sativities and orientation, Texas demanded and orientation, Texas Stavan E. Ettas, firm and 4-H advisor, U. of California Cooperative Exten-sion (Texason U.T.), calling of the contallive-behavioral-actione project in the Native American Research and Native American Contact and Native American Public Results, Georgia Destructured of Dustina M. Ford, sajatant professor of

Unhand J. Pela, Instructor in the denorment of medicine, Harvard Medicul School,
Camille Peraz-Bustillo, director of nedicine, Harvard Medicul School,
Camille Peraz-Bustillo, director of nedicine, and the second of the second

Inral Center (Helenn, Ark.), LaVana M. Nortin, administrative spe-cialist, Bureau of Census of U. S. De-partment of Commerce (Westchester, Ill.t.

Ill.t.

Mangaret K. O'Bryon, associate director
of the Institute for Urban Development Research, Ocarge Washinston
U.

agronomy, Northenst Missouri State

amonomy, Politicians, and Salar Sala

Global-Warming, Ozone-Depletion Remedies Studied

Continued From Page A7 then combine with water vapor in the utmosphere to produce draparchitect, SPA Design Oronp Inc.
(Philadelphia) mann-services superviment invine. Ny 19.

Babia A. Karnan, nren munager, INBADAS Inc. IMilwaukee!
Lina R. Wyst Knowton, vice-presiden;
Battie Creek (Mich.) Canmunity
Foundation. lets of sulfuric acid.

But like muny other propassis forestall global warming, Mr. Turco warned, this remedy would have uther environmental camequences. So much sulfide acroso would have to be created in the st mosphere, he said, that blue skies would turn milky white. Carbanyl sulfide, he udded, also has "a prejty nasty odor" and is likely to calalyze chemical reactions involving nitrogen and chloring that cauld contribute to ozone depletion.

Evidence of Ozone Depletion

In fact, Mr. Tureo said, some scientists have found evidence of ozone depiction in the gaseous clouds emitted during last June's eruption of Mount Pinatubo in the Philippines.

"Theoretically," he said, the mechnnism of the depletion "is nal well understood. But observationally, there is some correlation,

Numerous fenciful ideas have ulso been offered to minintize ozone depletion, Mr. Rowland and others maintained that they were just as technically flawed as those to reduce global warming.

In the list, Mr. Rowland sald, sre suggestions to put sodium into the atmosphere to combine with the chloring ions responsible for ozone depletion; destroying the CFC's in the upper atmusphere with lasers, or numping ozone from areas new the ground, where it forms smoke into the upper atmosphere.

Mr. Rowland noted that man people were under the mistaken impression that the ozone-deple tion problem could he sulved if scientista simply created mure uzon by chemically reacting uxygen molecules. But the unwent of energy that would he required to accomplish that feat, he said, would be more than twice as much energy as is produced annually by man-"The average lifetime of an ozon

molecule in the atmosphere is 10 form pigments and enzymes. So by quadrupling the occur's tutal biodays," he added, "so that if you're adding iron to stimulate photosyngoing to put ozone back up, you're thesis, Mr. Murtin and others bepoing to have to do it on a very carban-dioxide content uf the atmosphere could be made.

Mr. Rowland noted that some of of geological and geophysical scienees at Princeton University who cunstructed computer mudels ta test this hypothesis, said only two ntillion tons of iron a year would be needed to deplete totally the nutriiron were converted to plant material with 100-per-cent efficiency.

But it "would be extremely difficult" to do that, he added, "and even if it were possible, there would be major impacts to the environment of the southern ocean."

muss, he added, resulting in deerensed levels of dissolved uxygen lieve, significant reductions in the in the water. Anuther would be the doubling of nitrous oxide, a gas that is 200 times as powerful as ear-Jorge L. Sarmiento, a professor bon dioxide in raising global tent-

'The Only Practical Way'

What's more, Mr. Sarmiento added, the largest reduction possible in the earbon-dioxide cantent ents in the southern ocean, if the of the atmosphere, even if all the nutrients could be depleted, would be about t0 per cent

'Those of us who have been trying to evaluate this suggestian do not believe that there would ever be an application of the idea," he snid. "We really feel strongly that Such impacts include doubling or eontrol of carbon-dioxide emis-

sions is really the univ practical way In maintain lower earbon-di-oxide levels."

Mr. Martin responded in an interview that he had no reuson to doubt Mr. Sarmiento's conclusions. He added that he was not trying to push his idea as a solution to global warming, but that he believed udditional study of it could loud to a better understanding of the "carbon cycle" in the atmosphere and in biological organisms.

Some researchers, however, argue that scientists would be remiss they did not continue to offer ideas of counterpeting the atmospheric changes from civilization.

"We cannot dismiss the nossibil ities out of hand," said Robert Frosch, a scientist at the General Majors Corporation, who has stud-

ied the feasibility of shooting millions of tons of dust into the atmosphere to counteract global warm-

But James E. Hansen, a scientist at the National Acronauties und Space Administration's Goddard Institute for Space Studies in New York, said much more needed to be learned about the way mankind is changing the climate before any se rious attempts at restoring it could be made. He argued that a satellite capable of monitoring climatic changes over deendes was desperately needed.

"The epoch of matural climate changes has ulready ended," he said, "Unfortunately, we don't understand how we are engineering the climate. That's the real problem.

Performance Class By Itself

If you're looking for a way to make the most of your retirement savings and that of your plan participants, consider performance.

A lot of providers of 403(b)(7) retirement plan services claim it. But few can prove it. Fidelity's assets have grown from \$14.9 billion in 1981 to more than \$135 billion* today.

But performance should extend into other areas as well. It's just as important to find a turnkey solution that gets high marks from you and your employees. That's why we place such emphasis on participant recordkeeping and employee communications support as well as choice and flexibility.

To find out more about Fidelity's first class performance and how it can help you, contact our Retirement Services Group at 1-800-343-0860.



A division of Fidelity Investments Institutional Services Company, Inc.

*As of November 30, 1991. For more complete information about Fidelity mutual funds, including fees and expenses, call for free prospectuses. Read them carefully before you invest or send money.

You No Longer Have to Wait for the Best. Starting with the 1992 edition, Higher Education Peterson's Register of Higher Education-the most comprehen directory of its kind-cnn be on your 1992 desk earlier than everl All the Information You Need 75,000 mmcs, titles, and direct-dist numbers of administrators—20,000 mark than any similar directory Up to 72 administrative officers per institution—17 more than the closest 1,065 pages 1-56079-117-5 \$41,95 \$20 \$3 ■ Easy-to-use indexes and appendixes—a ■ Easy-to-use indexes and appendaxes—as fact hunting or decoding.

■ More pages and more information—The Register is almost twice the nize of its closest competitor

■ NEW—A unique cross-reference of mitionally recognized instituten affiliated with colleges and universities SO Save 20%! Place the Register an Standing Order, and you'll save time and money every yearl Order Your Register Loday P Peterson's Call 1-800-338-3282

Expect nothing less than student success with **YOUR** COLLEGE

Strategies for Success

John N. Gardner, University of South Covolina A. Jerome Jewler, University of South Carolino

Nothing less than auccess-that's what you can expect when students Nothing less than auccess—that's what you can expect when students prepare to succeed with Your College Experience. Comprehensive and interactive, Your College Experience offers students insights, activities, and strategies for developing the academic and personal strengths that promote successful matriculation, retention, and ultimately, graduation.

> To receive an examination copy, call Sales Services at: 1-800-423-0563

or write to: Marketing Manager for First-Year Studies
Wadsworth Publishing Company 10 Davis Drive, Belmant, CA 94002

WILLIAMS COLLEGE



Gaius Charles Bolin Fellowships for Minority Graduate Students

1992-93 Academic Year

lo 1985 Williams College established the Gains Charles Bolin Fellowships to enderlina the importance of encouraging able minority students to persue careers in college teaching. The Bolin Fellowships enable two minority graduate students to destre the bulk of their time during the academic year to the completion of dissertation work.

Named in honor of its first black graduate, who was admitted to Williams to 1885, the Bolli Pellowships will be awarded to minority students who are working toward the Ph.D. in the humanities or in the natural, social or behavioral sciences.

ELICISIETY.

Applicants must be U.S. citizens, and must have completed all doctoral work except the dissertation by the end of the current

TERMS:

The stipend for 1992-93 is \$22,000. The College will also provide hoosing support and an allowance of up to \$2,000 for expenses. Daring the year of residence at Williams, the Bolin Pellows will be assigned faculty advisers in the appropriate departments, and will be expected to teach one one-semester coarse.

APPLICATION:

Candidates should submit the following materials, postmarked by Pebraary 28, 1992;

a full curriculum vitas
 a graduate school transcript and three letters of recommon forwarded by the Placement Office
 s copy of the dissertation prospectus
 a description of teaching interests

RESPOND TO:

Suranne Grever Hopkins Hall Williams College Williamstown, Massachesetts 01267

NOTIFICATION:

Candidates will be notified of the Selection Committee's decision by April 11, 1992.

Williams Coliege, a coedecational liberal arts Institution, offers an outstanding undergradus size education to its 2,000 students. The college has built its reputation on a fong tradition of constanding leaching and exchalantally and on the academic accedence of its understanding leaching and collections of its moderate Among the facilities Williams offers its moderate and approximately 200 faculty nembers are catenative liberary and unsueum collections, computer certee and well-enginged altransitions.

An Affirmative Action / Equal Opportunity Employee

The Joan Shorenstein Barone Center on the Press, Politics, and Public Policy

PRESS • POLITICS



PUBLIC POLICY

at the John F. Kennedy School of Government Harvard University

is pleased to announce the inauguration of the annual

GOLDSMITH AWARDS PROGRAM

\$25,000 annual prize for the best example of

investigative reporting

• \$5,000 annual book prize

· Two semester long fellowships for journalists at the Shorenstein Barone Center

· Faculty/scholar research grants

· Graduate student research grants

For more information, please contact: Dr. Marinn McCarthy Administrator, Goldsmith Awards Program Joan Shorenstein Barone Center John F. Kennedy School of Government Harvard University, Cambridge, MA 02138 (617) 495-1291

1992-93 NATIONAL ASSESSMENT **EDUCATIONAL** OF EDUCATIONAL TESTING PROGRESS (NAEP) SERVICE VISITING SCHOLAR PROGRAM

> William H. Angolf, Director PROGRAM

One'r two scholars witho selected in conduct meir cwn abudes, using the NAEP detabless, with access to session in NEP and other ETs sessen hard. Suches should persin to educational policy or measurement lesses having an impact on Black, Hepsenic, or other minority badanis. An expicit poet of the program is to increase the number of woman and minority professionals in obtained in research and refered to the contract of the

DURATION

September t, 1992, through June 30, 1993 (10 months).

GOALS OF THE PROGRAM

To provide research opportunities for scholars in the lields indicated above

The main criterion for selection will be acholarship. All ametive action goals will also constatute a criterion in selection

WHO SHOULD APPLY

There is no epecial application form

Applicants should submit:

a A resume of educational and job history, honors, swards, etc.

a A detailed description of research interests and experience plus a description of the neutron of the research the applicant is interested in pursuing during the appointment (about three pages). Names, addresses, and telephone numbers of three individuals who are willing to provide

Transcrinis - undergraduele and graduele.

Applications for 1992-93 must be received by ETS on or before February 1, 1992. All spoilosms will be notified by April 30, 1992.

CONTACT THE SEE SEED AND ADMINISTRATION OF required materiels and inquires to: Margaret B. Lamb, mail stop 30-B, Educational o Service, Princeton, NJ 08541-0001, talephone 609-734-1124.

THE U.S. DEPARTMENT OF ENERGY, OFFICE OF HEALTH AND ENVIRONMENTAL RESEARCH. SPONSORS

GLOBAL CHANGE DISTINGUISHED POSTDOCTORAL FELLOWSHIPS

Research opportunities in technical areas related to the interdisciplinary science elements of global change: climate and hydrologic systems, biogeochemical dynamics, ecological systems and dynamics. Barth system history, human interactions, solid Earth processes, and solar influences.

- U.S. citizens and permanent resident aliens eligible
- Doctoral degree within last three years required
- Tenable at various university and federal laboratories, including those of DOE, NASA, EPA and others
- Stipends: \$35,000
- Deadline: February 15, 1992

For application materials contact: Global Change Distinguished Postdoctoral

Science/Engineering Education Division

Oak Ridge Associated Universities P.O. Box 117

Oak Ridge, TN 37831-0117 (615) 576-4805

NEW SCHOLARLY BOOKS

Compiled by NINA C. AYOUB
The following list has been compiled from information provided by the publishers. Most of the books are scheduled for release this month, but publication datesas well as prices and numbers of pages-are sometimes approximate and ere subject to change without notice. Some publishers offer discounts to scholars and to people who order in bulk.

ANTHROPOLOGY

ANTHROPOLORY

Shood Relationer Menabrustion and the degree of the relation industrial by sensors and relation of the Modern Melepolita, by Michael Burnway and defense in the relation of the Modern Melepolita, by Michael Burnway and thorse in University of California Press; 363 pages; 397-397-397-398, and the relation of the Relation

ART AND ARCHITECTURE

Art and Political Expression in Early China, by Martie J. Powers (Yale University Press; 416 pages; 550). Shows how the artistic cellure of Han Dynasty China (202 s.c.—A.D., 220) reflected the rise of an

CLASSICAL STUDIES

The Meak of Qomady: Arietophenne and the Interfaxtual Perabeals, by Thomas K. Hibbard (Cornell University Preat 264 pages; 335.95). Focesee on the works of Aristophenes is a study of the perab-sis, a type of choral Interfude characteris-tic of plays of the Old Comedy.

COMMUNICATIONS Erron, Use, and Libel, by Pater E. Kaue (Southern Illinoia University Press; 192 pages; 519-95 hardcover, 312.95 paper-back). A study of "New York Times" v. Sullivan, Shoron v. "Time," and 15 other landmark cases in U. S. libel Inw.

ROONOMICS

RISTORY

ic growth, and iscome and rassurce distribution in Beasledge.

In the control of the control of

ein by the Blue Ridge Mennstalm and on the west by the main body of the Appainter the west by the main body of the Appainter the west by the main body of the Appainter the Clay, effect the Clay, effect the Clay, effect the Appainter the App

Restoration, review and make the holder in the Restoration. Restoration, Particularly and the Holder Restoration, Particularly and the Holder Restoration, Particularly and Particular and Particular and Particul

clusion of the defeated axis power in Mary.

The thresolved Question The Anglorish Settlement and the Unidon, 325-72, 305-72,

Her for de source

The Maxwelliens, by Broce J. Houl (Co-nell University Press; 280 pages; 334.95). Discosses the work of O. F. FitzGersid, Oliver Heaviside, Holarich Helts, and Oliver Lodge, four physicists whose Continued on Following Page

1992 EDUCATIONAL SUMMER PROGRAM TESTING IN RESEARCH FOR SERVICE GRADUATE STUDENTS

William H. Angolf, Director

Educational Tosting Service (ETS) Invites applications for the ETS Summer Program for Predoctoral Students

PROGRAM

Ip to 10 gmdusta studenta will be selected to participate in ongoing research projects under the supervision of ETS senter staff in one of the following areas psychology, education, sychometrics, statebort, aducation, occupatenta, or vocational testing; aducational techno-gy, minority issues; testing issues; or policy studies. The program issue for agint weeks during a second. se summet. An explicit goal of the program is to increase the number of women and minority profess

DURATION

REQUIREMENTS OF CONTRACTOR OF A SUPPRINCE OF

 Completion of 40 or more graduate credits in a dioptoral program emphasizing one of the arrans specified above.
 A failer of more mendation from the advisor or committee chair
 Teanscripts — undergraduate and graduatio STIPEND A 1200 STOTE OF THE STATE OF THE STATE OF

Mondey, June 8, 1992, through Friday, July 31, 1992 (eight weeks).

\$2,300 for the eight-week period with a supplemental living allowance for participants who bring their apouse (\$350) and chicken (\$500). TRAVEL 67. COOK - CANAGE AND SELECTION AND SELECTION

Participants and their families will be mimbursed for round-trip travel expenses from their SELECTION NEW AND STREET, WE BERRY AND THE STREET STREET

Major crients for selection will be scholarship and match of interests with perticipating ETS staff members. Affirmative action goals will also constitute a critation in selection. DEADLINE STREET, DOGSTONES SPECIAL PROPERTY AND APPROPRIES. Applications must be received by ETS on or before Merch 1, 1982, All applicants will be notified by April 30, 1992.

CONTACT LINESPASSINGS PRESSOREMENT AND ADMINISTRATIONS For application meterials or information, contact: Margaret B. Lamb, Educational Testing Service, Princeton, NJ 08541-0001, phone 809-734-1124.

Postdoctoral Fellowship for Research in **Political Psychology**

The Marshon Canter seeks applicants for e postdoctoral fallowship in an interdisciplinery research treining group on the role of cognition in collective politicel decision meking. The research training group is funded by the National Science Foundation.

Praferance will be given to applicants doing research on: e How Individuals dafine end How intersction with

represent problems;

How pasi experience, information, and beliafa aheps preferences; How the structural

properties of groups and group norms/rules affect whose positions count in

and considered among members of a group in reaching e decision; How disagreements among group members ere handlad in decision

Research on decision making in groups renging from national security councils, city councils, juries, boards of trueteas, parliamantary cabinets, buresucreclea, party committees to juntas will be considered. Research can include experiments and simulation as well se field and case

The fellowship bagins July 1, 1992 end will be for 12 months with the possebility of renewal for another 12 months. The stipand will be \$28,000 per annum. Only Individuals awarded a doctorate after July 1, 1987 or who expect their doctorate before July 1,1892 are slights to apply. Applications dus



Applications aveilable from: Dr. Margarel Harmenn, Mershon Cantar Tha Ohio State University 198 West Tenth Avenus Columbus, Ohio 43201-2399



Educational Testing Service Invites applications for the ETS Postdoctoral Fallowship Program

PROGRAM INVESTIGATION OF THE STATE OF THE ST Up to lour Fellows with be selected to conduct research in association while the self in Princesor New Jensey, in one of the following areas: psychology, education; psychometrics; statistics; declarities; tealing lasses; or policy statisties, An explicit goal of the program is to increase the number of woman and minority professionals in declarities; dec

DURATION INVESTIGATION OF THE PROPERTY OF THE September 1, 1992, through June 30, 1993 (10 months).

GOALS OF THE PROGRAM INSTRUMENTAL SET ASSETS AND THE PROGRAM INSTRUMENTAL SET ASSETS A

STIPEND RECEIVED AND THE STATE OF THE STATE \$27,000 for the 10-month period. Fellows and their families will be mimbursed for relocation

SELECTION TRANSPORTED TO THE SELECTION OF THE SELECTION O The main criterion for selection will be scholarship. Affirmative action great will also const a criterion in selection.

WHO SHOULD APPLY MENDERSON REASON FOR THE PROPERTY OF THE PROP

HOW TO APPLY RECHRELIGENESS TO SEE THE RESERVE AND THE PROPERTY OF THE PROPERT

Applicants should submit:

A resume of educational and job history, honors, awards, etc.

A detailed desorbjoin of research interests and experience plus a description of the newarch the applicant is interested in pursuing during the felloweith year (about these pages).

Names, addresses, and telephone numbers of three individuals who are willing to provide rennermentations for the applicant.

a Transcripts, both undergraduate and graduate.

Applications for 1992-93 must be received by ET8 on or before February 1, 1992. All applicants will be notified by April 90, 1992. CONTACT RESPONDENCE PROPERTY OF THE PROPERTY O Direct required material and inquiries to: Margarel B. Lamb, mail stop 30-8, Educational las Service, Princeton, NJ 06641-0001, leterance 809-734-1124.

The University of Michigan School of Education Graduate Programs in Higher and Adult Continuing Education (HACE)

Qualified individuals should apply now for Pall 1992 admissions to Education graduate programs. Fellowships, assistantships, and part-time administrative positions are available.

The Program in Higher and Adult Continuing Education (HACE) offers Ph.D., Ed.D., and M.A. specializations in:

Organizational and administrative behavior in higher education Institutional planning, analysis, and resource management in

higher education

Administration of adult continuing education Academic administration and development in higher education Public policy in post-secondary education

Other graduate specializations are available in the School's Program in Educational Studies.

Further information about Education graduate programs and

financial aid opportunities is available from: Office of Student Services, Dept. CH2 1033 School of Education Building

The University of Michigan Ann Arbor, Michigan 48109-1259

(313) 764-7563



NEW SCHOLARLY BOOKS

Continued From Preceding Page work resulted in the widespread scientific seceptonce of James Clerk Muxwell's theory of the electromagnetic field.

INIGERIAL DELATIONS

Osmesraey at Workt Chenging World Mar-tets and the Futers of Labor Unions, by Lowell Turner (Cornell University Press; 304 pages; \$24.951. Analyzes the effects of technological chance and away

Parilal Justice: Federel Indien Law in a Lib-eral Constitutional Systems, by Petro T. Shatuck and Jill Norgran (Bers Publish-ers, distributed by St. Manin'a Press; 224 pages; 549, 501. Pocuses on the degree to which federal courts have resisted politi-cal prassures in their adjudication of eases involvine American Indians.

LITERATURE

The Allagery of Feneta Authority, Christine de Pizasia, "Gild des Genesa," by Meside Pizasia, "Gild des Genesa," by MesiJohn pezes, "55 hindecore, 316,35 pagerhack), A critical study of The City of I,marke by the French writer who lived from
1363 to 1431; describes the rodical will
salapide from the work of Glowman Boccaccio and Vincent de Recuivals.
Anché Gidlar the Monnescant Montals, by

Pariek Polluci Vale University Press, 448 pues; 540; Espieres the central thermalic situations of homosaculity in characteristic for the control thermalic situation of homosaculity in thropologuesia. Hierary, sphilosophical and scientific words that influence and the control that influence in the proposition of the control that the control that the press of the literaty parabolism. Testinat History and scheduler than the press of the literary parabolism, and erither press of the literary parabolism, and erither than the control that the press of the literary parabolism, and erither than the control that the con

States. Treasm. Gate, riminates and states. States and the face ond Werld War, by Steart Sillers (St. Martin's Peres; 250 pages; 459 95). Oscientish of Elizabath Bowen, Oraham Creene, Herry Moore, and other Births writers and English Romanticism to depict the destructiveness of the war. The Oscontruction of Lines better Cittales After Assesshed; by David H. Hirsch Ularvourity Perus of New England; 14 Chargonity Perus of Ne

University recover, 318, 35 piperbock), pages, 345 hardcover, 318, 35 piperbock), pages, 345 hardcover, 318, 35 piperbock) and the postmoder illerary heroizs, and organish at such approaches have historial and ideological links to Nazism.
This and Barriar A Gooding-til piperbock of the Control University Press; 272, pages; 234, 931, Uses modical and psychoanily; in wrillings to time the development of

FELLOWSHIPS, PRIZES

Teaching Fellowship: University of California, Santa Barbara Women's Studies Program • Women's Studies Dissertation Scholars

Women's Studies Program - Women's Studies Dissartation Schochers
The Women's Studies Program the University of Collegins, Jane Borban Interes applications to sidesection stitues by the Program of the University of Collegins, Jane Borban Interes applications to dissarticul confidence of the Collegins of exposure of the Collegins of the Collegins

Visiting Fellowships The Houghton Library Harvard University

Several short-term fellowships are available to scholars pursuing research in literature, history, philosophy, religion, history of science, theatre, dance, and printing and graphic arts. For information, write to The Librarian, The Houghton Library,

Deadline for applications is 3 February 1992.

Harvard University, Cambridge, MA 02138.

THE UNIVERSITY OF FLORIDA PRESIDENTIAL GRADUATE RESEARCH FELLOWSHIPS

Practical Genduste Research Pellowships are switchte for exceptional continuous mind-continuous mind-continuou the department/college and deadline for receipt artment/college is February 17, 1992.

Questions? Contact the Office of the Vice President for Research University of Florida, 223 Grinler Hall, Gainesville, Florida 32611-2037

American Association of University Administrators Foundation

Doctoral Dissertation Awards Program

Theses completed between 71/50 and 66/0071 and focusing on croad lisuses in the administration of institutions of higher education are aligible for the tenth annual AUA houndation Awards Program. Univentities may authent absents not to coxed 10 pages outlining the problem addressed, methodology, and conclusions. Winning abstract published awards presented at annual AUA/A searchly.

Sobmit entities by 3/31/92 to: Dean H. J. Zoffer, President, AAUA Foundation, The Joseph M. Katz Graduate School of Business, University of Pittsburgh, Pittsburgh, PA 15260, 1412 569-1556.

1991 winners were: Dr. Jeffrey L. Glimore of Perusylvania State University and Dr. Carol Logan-Patitu of Bowling Green State University.

Addresses of Publishers

centry, and to describe its significance as a psychological disorder and a stof-ment about sendo. Obstages between Frenders and Link A. Obstages between Frenders and Link Control of the State of the S BasicBooks, 10 East 53rd Street, New York 10022 Basistocks, 10 East Sard Street, New York 10022
Commail U. Press, 124 Roberts Piece, theose, N.Y. 14651
W. W. Norion & Company, 500 Fifth Avenue, New York 10110
Oxford U. Press, 200 Medison Avenue, New York 10010
St. Martir's Press, 175 Fifth Avenue, New York 10010
Southern Histols U. Press, 60x 3637, Carbondele, III. 2902

Solution Press, 2120 Berkeley Way, Berkeley, Cat. 94720 U. of Celtionie Press, University Press of Floride, 15 N.W. 15th Street, Gainewille, Fie. 32603 Gainewille, File. 32603 L. of Iowa Press, Iowa City, Iowa 52242 L. of Qidahome Press, 1006 Asp Avenus, Norman, Okto. 73019 L. Press of Kansas, 329 Caruth, Lewrence, Kan. 56045 L. Press of Kantucky, 683 South Limestone Street, Lexington, ky.

1. Prece of New England, 17% Lebanon Street, Hanover, N.H. 03755 Yala U, Frece, 92A Yala Station, New Haven, Conn. 06520

Bach, by Erie Chafe I University of Call-fornia Press; 439 pages; \$69,95). Uses the principle of "tonal allegory" to explore theological aspects of Bach's vocal com-nections.

POLITICAL SCIENCE :

of out's by Henry James.

If we're have the henry James.

The lancognether Domesteuraness of Robard
silly, by Victoria Frenkel Harrit (SouthThe lancognether Domesteuranes of Robard
silly, by Victoria Frenkel Harrit (Southterror thind). Understein Yeene 222 peterseries of the state of

POLITICAL SOJEMOR.

Israel and fooden in the Shadow of Wee, by Adam Carfelies (S. Martis* Preza: 230 pages; 339-31). Oiscusses the secret of the Committee of t

by Press; 320 pages; 333). Critical cellion of fournalistic accounts by the American of Fournalistic accounts by the American land. Prence, listly during the portfol. Thisting of Harast William Faulkary's Latters to His Mother and Fathar, 19.33–3028, critical by Jennet C. Whisomost Salla, critical by Jennet C. Whisomost Salla, propulstical critical meetity 150 previously computified letters that document its American writer's Iffs and Iravels as a young men in the 20°s.

cuses on flut a from the U.S. military from 1905 to 1960.

PRYCHOLOGY

Individual Sevelopment and Evolution The Geneals of Novel Schavior, by Gilbert Gollieb (Oxford University Press; 248

Persolving God: The Epistamology of Rell-gions Experience, by William P. Alston (Cornell University Press: 336 pages; 536.95). Defends the notion that a person can be justified in holding censin bolich to God on the basis of mystical experi-

ADCIDLOGY

gootlo.GaV

Rachi to Scolological Theory. The Consisuation of Scodel Orders, by Nicos P. Monsila 181. Martin * Press; 224 pases;
1821 style American * Press; 224 pases;
1831 style American * Press; 224 pases;
1831 style American * Press;
1831 style American * Press;
1832 style st

THEATER.

Transmit The Politics of Theatre and Orams, edited by Graham Holderness (St. Martie's Press, 228 pages; 455). Includes original easies that offer theoretical re-definitions of such terms as "politics" and "oliornelive" theator; dramatists discussed include John Arden, Bertoll Brecht, and Erwie Piscator.

The National Association of

Scholare, which has been a hareh critic of a controversial eccreditation policy adopted by the Middle States Association of the Middle States Association of Colleges and Schools, is waiting in the wings with a possible NAS officials say their plans to

establish an alternutive accrediting group are contingent on the Education Department's handling of the argument involving Middle States. The department delayed because of its policy of evaluating diversity of the curriculum, faculty. which has since backed off from that whether the department has recognized it.

Says Slephen H. Balch, unhappiness with the policies the regional accreditors are pursuing and with the fact that the present accreditation system is monopolistic." But he stressed that the focus of any new accrediting

group was still up in the air.

In the meantime, the John M.

Olin Foundation agreed to give the NAS & \$100,000 grant if the group decided to create a new occrediting group-tentitively called the Advancement of the Liberal Arts.

After coordinating e auccessful lawsult over copyright Infringement, the Association of American Publishers is mounting the second phase of what it calls an "aggressive copyright enforcement program." Association officials say the

latest phase will target other photocopying stores that have failed to obtain proper copyright permission in reproducing excerpts from books and selling them in anthologies to college students.

In 1989, eight publishers sued Kinko's Graphics Corporation, alleging copyright violations in the making and selling of course anthologies. A federal judge ruled in favor of the publishers. In October, the two sides renched ar agreement that ended the lawsuit.

In the wake of the Kinko's ruling the association has receivedugsglicited-more than 300 course anthologies, says Judith Platt, a spokeswoman for the group. Officials have found "an enormous amount of infringements," she copyrighted materials in many of sought nor obtained."

contacting same of the photoconving stores responsible for the anthologies, seeking payment for the violations as well as an agr that the stores "cease and desist" from reproducing excerpts of copyrighted materials without prior permission, Ms. Platt says.

If that doesn't work, she says, we have every intention of going back into court.

Personal & Professional

As Wave of Curricular Reform Continues, Its Scope and Effectiveness Are Questioned

Campuses give priority to undergraduate programs

By CAROLYN I. MOONEY Curricular reform is as difficult, as politicized, and, it appears, as high a priority as ever in American higher education.

Interviews with academic deans, profes sors, and observers of the college curriculum suggest that the wave of reform that began several years agu is still going strong. Many cumpuses report new efforts that range from strengthened general-edueation programs to innuvitive interdisciplinary courses that deal with multiculturulism, the environment, and other pressing issues in society. Under pressure to improve undergraduate education and maintain enrollment at a time when the pool of traditional-age students is shrinking, some colleges ore also bringing teaching effectiveness under the curricular-reform ru-

'Talk Is Leading to Action'

Depending on who's talking, actual curricular change is either bustin' out all over or playing out on a more limited scale at campuses that have the resources and will.

Jerry G. Gaff, a project director at the Association of American Colleges, thinks the push for curricular reform is stronger now than at any point in his career. In a new book called New Life for the College Curriculum (Jossey-Bass Inc. 1991), he concludes that higher education is in the midsl of a widesprend reform movement. "Talk is leading to notion," he writes.

"After studying the sweep and the shape

Jerry G. Geff: "After studying the aweep end the shepe of the chenges, I cen only

conclude that the college curriculum is changing in a significant way."



innovative. I'd like to see more of an interdisciplinary thrust." days-are having trouble doing "the

of the changes, I can only conclude that the character of the college curriculum is changing in a significant way '

Zelda F. Gamson, director of the New England Resource Center for Higher Education, is less optimistic. In her opinion, financially stropped campuses-of which there are many in New England these

bread-and-butter stuff," neuch less being innovative. "There's a big gap between institutions' intentions and what people actuelly do." she says. That hesn't kept compuses from trying. Whether they succeed depends on many

factors, including who is nushing for reform, who is financing it, and how many different academic units must approve it. Following are some of the curriculur

trends in undergraduate education:

Interest in exploring issues reinting to race-and, Increasingly, gender-is more intense then ever. More and more colleges are developing courses that examine issues of race in a critical and comparative way. That's the approach being taken by the University of California at Berkeley. which last fall put into effect an "American Culturea" requirement in which all undergraduates compare the experiences of at least three different ethnic groups.

The teaching of Western culture is also becoming more comparative. The Association of American Collegea, whose ennual meeting this week is called "Recentering" and focuses on cultural pluralism is coordinating a national project in which 63 colleges are reshaping humanities core courses to reflect the theme of "cultural legacies." The project is finenced by the National Endowment for the Humanities.

Of the 200 grant applications the association received in the first round of the proj ect, almost none focused exclusively on Western culture, says Carol Schneider, the AAC'a executive vice-president. "People were trying to deal with the complexity of the global community and the global experience," she says. Among the participants is the University of Oklahoma, which re-

FELLOWSHIPS

Nova University, Programs for Higher Education

GRADUATE FELLOWSHIPS

The Programs for Higher Education (PHE) at Hove University consources two greatures followings for the 1992-19 academic year, PHE effects in the Essential Ed. Alegane with specializations in such education; talger education, and vocational, escapetimal education. It is he alighted, explicate must had a menter's degree from an according to institution and servel, or the excelled, in one of the freeze constraints.

and snalytic—in Shokespears' strage fulcases and basevation in Medican Ulter-cations Transgession, Adjection, and the Caratheleague, by M. Kolih Blocker (University of Florida Press; 294 pases; 1 Ababits and Julio Kristers in a study of the subversive political potential of literary yearsty writer discussed include Blaic Calvino, Thomas Pyrachon, and Salmas yearsty strage followed by "These Stade Ultiforus Organ" (Osgateha-es from Surese, 1546-1540, by Morgo-of Paler, celled by Larry), Respondia of Paler, celled by Larry), Respondia of Paler, solida by Larry (Critical edition of pursualistic cocounts by the American for pursualistic cocounts by the American

MOOD CO.

amual stipped of \$17,000 (and appropriate employee benefits)

a all expenses paid for the 1992 Swamer Institute

a office space in the Abraham S. Pischler Center for the Adrencement of Education, New University, in Fort Landershie, Horido, for the accelerate year.

a to provide the recipient the opportunity for full-lines declared study in education in Nova's innovative field-based program a to provide the PHE office with staff and research support through studies and projects of benefit to the program, conducted by the recipients while they earn academic credit toward graduats advication.

Applicants for the 1992-93 positions should send a letter of latent and a resume no later than Friday, Fabruary 14, 1992. Motification to successful applicants will occur in late March 1992, Send materials to:

Dr. Ross E. Moreton, Director Programs for Higher Education Abraham S. Fischer Center for the Advancement of Education

+ **NOVA**UNIVERSITY

Adult Education . Higher Education . Vocational, Technical, Occupational Education

Hore University to consulted by the Commission re-Colleges of the Sentence Associates of Colleges and Schools to event Exchanges, worker's, advantaged specialist, and doctional degrees. Here University states activated of any most, color, and authoral as afreign edge.

Accrediting Group Is Under Fire for Approving Psychology Program

A controversy over the direction and leadership of a clinical-psychology program on one campus hus erupted into a firestorm of critieism of the group that accredits it and 275 other doctoral programs.

Professors and students at the University of North Texas are angry that for years the accrediting arm of the American Psychological Association has continued to accredit a program that they say has been plagued with problems. 'The critics say the Ara should have monitored the pregram more closely and responded to campus complaints. A visit by accreditors lust month for a review of the program-their first in six years-was oo little too late, the critics say.

The complaints started after university administrators demoted the new director of the clinical pro- to the APA accreditation." gram days after he completed a controversial assessment of it for accreditors. Many believe the report could have prompted the APA

to put the program on probution.

But the association allowed the university to prepare a new study and postponed an accreditation visit thut had originally been scheduled for April, angering many on the campus and sparking criticism

Long-Running Controversy

Lee Sechrest, ii navchology professor ut the University of Arizonu who for years has participated as a program reviewer, told the APA in a letter that he would no longer take



Lee Sechrest of U. of Arizona: He will no longer review programs

part in the process. "since virtually no honor is to be uttached to APA necreditation."

string of criticism of the APA. Be- university maintains this checklist fore this controversy, another and makes sure its programs are group, the American Psychological Society, had planned to meet this tors want, that will get them the passing grade on the pencil-and-pa-APA accreditation. The Council of Graduate Departments of Psychol- group was formed to deal with disogy, which represents heads of psychology departments, has also matters. "Programs that are more been raising questions about the concerned about innovative tech-APA's accrediting practices.

While crities at North Texas likely to be scrutinized." complain that the APA has been lax

many on other enmpuses say that said they are likely to abandon acthe APA has been so rigid, prescrip-creditation, since many state-licentive, and uverzealous in its en- sure requirements make it a virtual forcement of standards that it has necessity for recruiting students. cramped innovative efforts.

APA officials have noted the paradox, saving they are in a no-win situation. "Accreditation is always a moving target," says Paul D. Nelson, director of APA's accredit ing urm. He and other officials defend their practices and say that few weak programs slip through

The APA's critics disagree. They say both complaints about the group are true, because its accreditation criteria enable weak programs to get through and create obtacles for many strong programs.

"It's increusingly clear that accreditation tells you obsolutely "elnce no honor is to be attached nothing about the quality of a progrim," says Russell D. Clark, a former chairman of North Texus's psychology department who re-

Alan G. Kraut, executive direc-The appropriate the latest in a long tor of the APS, adds: "As long as a geared according to what site visiper test of the APA." Mr. Kraut's putes with the APA over curricular niques -those programs are more

Despite the criticism, few heads in its oversight of the program, of psychology departments have Clark, who had been in the chair-

GIVE YOUR RETIREMENT PLAN

THE VANGUARD

NO-LOAD, LOW-COST ADVANTAGE

Demotion Is Catalyst

At North Texas, students and professors were angered in March when administrators demoted Mi-

"Most people would prefer to serve the public

through the voluntary

process of selfregulation. Many say the

alternative is worse." chael J. Mahoney from his post as

program director after he completed a highly critical report of the program for APA accreditors. Mr. Mahoney, who declined to comment on the matter, said in his report that the program was in "n state of clenr and urgent crisis," and that "its programmatic survival, not to mention its APA accredita tion, is in serious jeopardy."

An outside consultant's review of the progrum in 1989 had reuched similar conclusions, citing such problems as "strife among the faculty." "minimul resenteh productivity," and "disaffection of stn-

The demotion of Mr. Mnhoney followed the resignation of Mr.

man's job for a year. Administra tors acknowledge that both men were hired in an effort to improve the department after n 1985 accord itation review pointed to weaknesses in the program, ranging from inadequate facilities to anuabalanced curriculum. Professors and students were distillusioned by the APA's willingness to let North Texas scrap Mr. Mahoney's report ami prepare a new one.

Personsi & Professional

Mr. Sechrest, the Arizona professor who wrate the letter to the APA and served us the consultante North Texas, says the controvers shows how the APA often ship away from tough decisions and insulntes itself from complaints.

Insulation or Inaccuracy?

North Texus officials defend their accredited status and their steps to improve the program.
They say Mr. Mahoney's assessment was riddled with inaccuracies. "We did not believe it was the self-study that ought to be forwarded to the AFA," says Blaine A Brownell, the university's provest

The team that reviewed the program in December is expected to make a recummendation to the AM within the month.

The APA's Mr. Nelson, who sue gested the group has handled the situation at North Texas approp ately, says the APA does a good jo of identifying trumbled program within the normal five-year cycle.

"I think that most people the higher-education enmmunit would prefer to serve the publ through the valuntary process self-regulation," he says. "Man say the alternative is worse."

TEACHER-EDUCATION UPDATE

- m Goodiad's ideas to get trial run in school-college partnerships
- Bank Street College to help nawly hired high-school principals
- Teacher shortages, surplusas bring corrective steps in Florids
- Education groups respond to Bush's 'America 2000' strategy

An influential educator's 19 recommendations for improving teacher education are about to get a trial run on several cam

Many of the 275 institutions that responded to reforms that John L. Goodlad proposed in his 1990 book Teachers for Our Nation's Schools submitted formal proposals to be selected as test sites. Those that were chosen are Montclair State and Wheelock Colleges; California Polytechnic State. Texas A&M and Miami Universities; the Universities of Washington and Wyomine: and the South Carolina Consortium, made of up Benedict, Co lumbia, and Winthrop Colleges Furman University; and the Uni-

versity of South Carolina. Over the next five years, the in stitutions will focus on ways to create partnerships with local school districts and reward faculty in volvement in the schools through changes in tenure and promotion requirements. In addition, they will develop teacher-education curricula with moral and political dimensions and a "pre-ed" curric med" curriculum for would-be physicians.

The University of Washington' Center for Educational Renewal which Mr. Goodlad directs, continues to receive applications and wil select additional pilot sites over the next several years.

Bank Street College of Education is joining forces with New York City's public schools to help new principala do their job

The New Principals Professional Preparation Center, based at Bank Street, is providing training and support for about 230 principal who were hired last fall. The city had lost a considerable number of principals under early-retiremen ncentives offered to relieve a budget crunch.

Principals enrolled in the nondegree program, which runs for the academic year, are paired with yet eran principals in the city, from whom they can seek help and guid ence. They also are placed in groups headed by retired principals and organized to discuss the profession. The center is supported by a \$325,000 grant from the Ford oundation and by \$300,000 from the New York City Board of Edu-

At least two Florida universities are opening wide the door to some teacher-education students and shutting it to othersin an effort to correct an imbalance in the state's supply of

Florida now faces a shortage of secondary teachers in English, science, mathematics, and multilinal and special education. It has a

surplus of elementary and earlychildhood teneners

As a result, Florida A&M and shortage have increased. Florida Stute Universities are limting enrollments in the overcrough ed fields and recruiting students for others. The state Board of Regents has approved the plans.

The efforts, which have gone into effect over the past few years, scem to be paying off. Both cam-

fields that were experiencing

President Bush's "America 2000" strategy is provoking plans to change the way the nntion prepares its teachers and

The strategy sets goals for im-

turn of the century. Among recent developments:

The American Association of State Colleges and Universities released a report last month that provides a five-point agenda for how state campuses can better prepare future tenehers for the model schools in President Bush's strategy. Copies of the report, "Teach America," mny be obtained free from AASCU, One Dispont Circle,

Suite 700, Washington 20036.

As part of America 2000, Education Secretary Lamar Alexander nnnounced 18 grants totaling \$7.6million to establish academics for training teachers. The 12 recipients are the Universities of California. Connecticut, Delaware, Dallas, Maine, and Northern Colorado; 896-1344.

proving the nation's schools by the Lesley College; and Brigham Young, Floridu State, Harvanl, and Southwest Texus State Universities. The Research Foundation of the State University of New York at Buffalo also received a

* The Curnepic Foundation for the Advancement of Teaching has relessed a report, "Ready to Lourn-A Mandute for the Nation." It responds to the President's first education goal, which stutes: "By the year 2000, all children in America will start school ready to learn." The report presents a seven-step, decade-long plan. Copies of the report are available for \$8 from Princeton University Press. 3175 Princeton Pike, Lawrenceville, N.J. 08648 (609)

The List of Facilities We Finance Is Still Under Construction.

LUNITY COLLEGE, AZ LOUISIANA COLLEGE, LA

MONTEREY INSTITUTE, CA Faculty Office Construction

\$900,00 Equipment Pun

ABILENE CHRISTIAN, TX

ALVERNO COLLEGE, WI \$4,000,000

C AUGUSTANA COLLEGE SD UGUSIANA COO S690,000 urchase of Emergency Generalis & Sevangung Underground Cabling

COLLEGE OF ST. BENEDICT, MN 00,000 Construction

SEATTLE UNIVERSITY, WA UNIVERSITY OF COLORADO, CO \$17,500,000

MERRIMACK COLLEGE, MA

\$3,000,000 Library Construct BOSTON UNIVERSITY MA:

EASTERN NA

COLLEGE, IL 000.00

me System

ELMHURST COLLEGE, IL \$5,000,000

VIRGINIA WESLEYAN, VA

UNIVERSITY OF \$15,800,000

RENSSELAER POLYTECHNIC INSTITUTE MY ? \$3,000,000

Various l'acilities

SHORTER COLLEGE, GA \$1,300,000

BELLARMINE COLLEGE, KY

\$30,000,000

Various Patilities

ECE, NY

OUCKNEL UNIVERSITY, PA \$7,000,000

AUGUSTANA COLLEGE, IL

COLLEGE C Domi

SAN FRANCISCO CONSERVATORY OF MUSIC CA 11/100,000 Renduntion of Recall Hell Physique in "Disable of the Service of the Physics of Control Service of the Physics of Control Service of the Service of the

GLARK UNIVERSITY, MA \$7,100,000

URSINUS COLLEGE, PA \$5,000:000

Find out how Sallie Mae pan-finance your project. Call John Gibn at (202) 298:5900.

In their rush for investment performance, retirement plan investors often overlook a significant barrier to performance - high expenses. But cost should never be left out of the

investment equation, because:

Lower costs mean higher returns

In a money market fund or a bond fund, lower cost (other ng equal) results in a higher yield, month after month. And in equity funds, lower cost can provide a significant enhancement to the compound rate of total return achieved over a span of years.

As the chart shows, Vanguard's cost advantage is dramatic. Our low expense ratio is less than one-third of the mutual fund industry average as reported by Lipper Analytical

We urge you to read a Fund's prospectus carefully before you invest or send money. It contains more complete information on advisory fees, distribution charges and other expenses.

COMPARE YOUR COST



The chart depicts the Vanguard Low-Cost Advantage. The everinge 1990 expense ratio of the major metical fund complexes is 143% higher than Vanguard's inverage expense ratio. The average 1990 expense initio for the mutual fund industry is 211% higher. Source: Upper Directors' Analytical Data, First Edition, 1991.

For more information on Vanguard Funds and Retirement Plan Programs, call us toll-free: 1-800-662-7447.

THE Vanguard GROUP



By COU

bus crun

and 275

Univers

gry tha

Associa

been n

critics

Iv and

pluints

new o

BLIMI

песте

A cont

Curricular Reform's Scope, Effectiveness Examined

cently adopted a two-semester "World Cultures" requirement aimed at providing an analytic framework for comparing cultures.

a More cumpuses are designing special first-year coarses. Some center on specific themes, such as human identity, which might be used in different courses. Professors at the University of

Colorado at Boulder are discussing a proposal by President Judith Alhinu to offer all freshmen intensive 15-student seminars taught by top faculty members. Ms. Albinu acknowledged in a speech that such seminars would be expensive, but added: "I believe we cannot afford not to offer them." a Likewise, more compuses ure

inoking for ways to make the end of a student's undergraduate career more meaningful. Su-culled eupstone courses-senior-year offerings nimed at "cupping" students academic work—are increasingly pupular. They may take the form of a sculor project or an interdisci-plinary entirse taken by all studeuts. Mount Snint Mury's College in Muryland offers hoth options.

 Some institutions are strengthening general-education requirements in mathematics and science. but are also looking for ways to make introductory courses in those fields less threatening to majors and non-majors alike. New Mexico State University has developed a general-education course in which students stady mathematical prineiples by reading the original source material, such as Archimedes's "Measurement of a Circle."

a in particular, a movement to improve the teaching of calculus is gaining momentum. Students at Mexico State take on hypothetical problems-which often involve characters and atory plotsafter just three weeks of introductory calculus. For example, there's "The Flight of Koty V..." a special agent who is tropped in enemy territory but could, if she only knew vector algebra, radio her coordinates to an emergency helicopter that would swoop in and fly her

out. Asaignment: Snve Katy's life. Efforts undertaken in recent years to improve specific skillsparticularly writing and critical thinking-continue. Some colleges are revising courses in virtually every discipline to require students to write, give oral presentations, or use other skills regularly. Some have also identified themes that must be addressed across the cur-riculum. Lewis and Clork Community College in Illinoia, for example, recently agreed to require all sues. A third of the required generul-education courses to decourses must be taken at the upper vote some attention to writing, oral level, and students must enmplete communication, and "internation ul and inter-cultural themes."

■ Efforts to strengthen liberalarts education in professional programs like engineering and teaching are continuing, but the tensions involved in balancing students' workloads remsin. In some fields, accrediting groups have led the pash for more liberal-arts coarses.

 An increasing number of large inatitutions, including Syracuse and Stanford Universities, Colorado, and the University of Cslifornia system, are examining tenching as part of broader plans to improve undergraduate education

Pressures From Outside

The latest wave of general-educatiun reforms is thought to have hegun in the mid-1980's. Under pressure from legislators, students. and critics like Willinm Bennett and Allan Bloom to make undergraduate education more cohesive. many institutions began scrutiniz ing their genemi-education requirements-or lack of them.

Amnng the questions they asked, and are still asking: Should all students share n common body of knowledge or a common set of skills? Should they be exposed to issues relating to race and gender? How should courses incorporate subject matter that doesn't fit neatly into one discipline? Are there eertain values that a core euriculum should communicate?

Many campuses actually began tightening their general-ed curricula in the late 1970's, often by adding distribution requiresuch requirements, which had been criticized as tou restrictive and authoritarian. But eventually the pendulum began to swing the other way, and campuses began to redo what they had undone.

The University of Minnesota a Twin Cities touched on just about all the intest trends when it recently approved its new "diversified core" eurriculum. It requires all undergraduates to take three courses in the physical and biological aciences (two of which must in clude laboratories), three in history and the aocial sciencea, three in the humanities, and one in mathemat ics. They must also take four writing-intensive courses, and six courses that address the themes of cultural diversity, international perapectives, eitizenship and pub-



lenis distract the faculty. And as all students must take forus Karen Spear, dean of arts and seiences at Fort I ewis College. found, there often isn't anyone watching over general education an a permanent basis expected that some courses could

the university's undergraduate enl

gistical details that it will involve

Nils Hasselmo, the university's

resident, thinks the new curricu-

tween a fairly traditional cure that

presents knowledge of different

is appropriate to the 1990's "

disciplines and an orientation that

velop new freshman collaquia.

When Ms. Spear surceved 90 satisfy more than one aim. Finally, members of the Association for leges are discussing whether to de-General and Liberal Studies about who administers general education Minnesota's new curriculturu recurricula, she found a graft bag of places a system of distribution repolicies. More than one fourth of quirements that vary from college the respondents and then instituto college. Faculty members are tions had no administrative strucnow working out the myrial of lature to govern general education. most often it was under a taculti committee's direction. Only one fourth of the institutions had a seplum "strikes a good bulance hearate budget for general education And half the respondents said then governance structures "kept the programs alive but not dynamic

The University of Miann's new Striking such a balance is often general-education requirements difficult, for many reasons. Dedisappointed some observers who partments worry about lusing stuhad hoped the six-year recision dents and resources and battle one process would lead to something another over turf. Budget prob- more immovative. Starting next tall,

Plan Now to Attend in 1992

The Ninth International

Conference on Technology

And Education

Paris, France-March 16-20, 1992

The International Conference on Technology and Educe

The International Conference on Technology and Pattern ton (ICCE) was international forms on new information to landages and their apply atom in edit atom Walshalli radies in edit and be involved a quotient this and even in the held in Paris in 1952 (1): 10 m (ICCE). The will new start the projects made in edit atom for edit in 1969 JNESCI (1984) (General Univ. Joseph A. Joseph (ICCE).

sure the progress made in education to sect on the view DNESCO report. General Concinsions. Recommendations and Suggestions for Action, his bailed will be pages, pre-mark to the concentration of the concentration of the con-section.

sentintians and workshops to using our or person Cooperative Programs. Inferious Learning and leader Training

1993 Call for Papers and Proposals

The feath International Conference on Inchesion and Education March 22-26, 1993 at VIII., Cambridge, Massachusetts

As the 9th LC.T.E. approaches, plans for the Rithard already underway. The overall throne for 1943 will be

ofready underway. The ownerful throat for 1903 will be Reinhaling the Notes of Endockyon of Anashon We ste actively sulfacting proposals for popers, panels dis-cursions, delates and new learning experiences which encompass such topics as Polluts of Computer Uses, Theories Endond Technology, Colorie of the Uses, norm, Vision of the Lutine, Loddyning for Chings, and The 1904 or 12 Institute Technology Guide the Consentional Classification.

For inhormation on allerating the 9th

For information on attending the 90 LC.T.F. or submitting proposals for the 10th, conduct, LC.T.E., Radjo Shack Education Division, 1500 One fund) Center, Fort Worth, TX 76102.

Co-Sponsors Include:

University of Texas at Austin
 ISTE
 T.H.B. Journal
 Michigan State University

Tandy Corp. /Radio Shack Education Division

intensive courses in their & plines and demonstrate as ciency. A composition in ment will remain in that there will be a strengtheale lention requirement. A met. ern culture requirement so cussed, but not adopted

The new cornerions my view particularly issue, says John T. Mastener, E. ence provost for undergois Lans. In an ideal world, Tag see more of an interfect thrust. We ought to be prodhas kenound in calued here

done it in a year."

A large university wifeours prodessional programat h an ideal world for coniciform "I learned how her ditherilt enricular reforma, i John Knoblock, a philosophy terson who served on or di ann's correculum peach is to reconcile the seeds of see and musicians is all butings? will support my thesis research?
"The wish printout is thicker "Had we been a colleged;

than the Manhattan telephone and sciences. I think wendth and still growing," says Rosa

The data base, which was designed and created by two students includes information of academic, career, family, legsl, and personal resources, as well us or the college itself, the activities of campus groups, and forthcoming

Pennavivania State University is dedicating a new \$4-million Cray supercomputer exclusions to research on global

"This Cray is the first, as far as we know, to be installed ut a department or college level, rather than serving the general university community," says Erie J. Barron, professor of geosciences and the enter's director.

of a billion additions or subtractions every second.

Communications students at Miaml University of Ohio have created an interactive videodial about campus racial incidents to help increase awareness of atereotypes on their predominant

nantly white campu The students, members of sn onors seminar, re-created events that had actually happened-a ek student falsely accused by a white professor of lying in class, for example. Then they videotaped their frieods and a few professors as they acted out the incidents.

The tape was transferred to a videodiak, which students can watch in the computer lab. The interactive disk lets students decide, by elicking a mouse, how the characters will act and whose innermost thoughts will be revealed.

About 500 students, including freshmen at orientation, have viewed

The university plans to put portable computers in dormitories so residents can use the disk there. In the meantime, the communicationa atudents are working on a second video, this one

Radeliffe College has established a computer-based information center for women in the Boston area. The center is onen seven days a week, from noo to 10 p.m., and is accessible by telephone or in nerson

Called the Women's Information Services Hotline, or WISH, the center relies on a duts base with about 1.000 listings of resources. If a woman wants to know which health centers are open on Saturday, for example, the data base will tell her. It will also tackle tougher questions such as. What resources are available for undergraduates? Who

Shinagel, assistant dean at Radcliffe, who established the service.

change. About 20 researchers at the Earth System Science Center will use the machine to model the planet's climate.

The supercomputer is capable of operations that are equal to one-third

The institute brings faculty members professors conduct on their own campus-

In addition to general briefings, the organization conducts intensive workshops on using computers in the humanities and

"IAT was act up to make two worlds communicate more effectively and to carry information back and forth," saya Diana Oblinger, tam's project manager at the institute. "lamers are used to talking in terms of 9370's and 8514's, and academics don't know what that means."

Through the institute, Ms. Oblinger

Information Technology

Technology Institute Helps Professors and IBM Learn How to Help Each Other

North Carolina center seeks to bridge gap between computer industry and academe

By BEVERLY T. WATKINS

RESEARCH TRIANGLE PARK, N.C. "O.K.I Let's get a little bit of mouse practice.

Willem J. A. Pet, a research associute at the Institute for Academic Technology. cradles the computer control in his hand index finger on one button, and explains how the mouse manipulates the srrow that darts acruss the computer screen. "A sin-gle click always selects something. A double click selects something and chases something to happen," he says.

Click. The computer screen fills with 10 symbols for games. Mr. Pet moves the mouse to one of the symbols. Click. Click. A game of solitnire appears-a deck and seven cards face un.

Moving the arrow to the deck, Mr. Pet clicks, picks up the top card, turns it over, and puts it down on one of the original seven, matching suits. "This is how you drag and drop," he explains.

Mr. Pet is leading a group of academic administrators and faculty members into a hands-on demonstration of "ToolBook," a computer program that lets users develop their own applications without knowing anything about programming. The demonstrntiun, held in a computer classroom, Is part of a monthly briefing.

Acting as a 'Broker'

For the last two years, academics have been visiting the Institute for Academic Technology, un the Meridian Business Campus of the University of North Carolinn in Chupel Hill, to see demonstrations of the International Business Machinea Corporation's Advanced Academic System (which includes "ToolBook") and to get Ideas for using computing on their campus-

The institute was established by the university and 18M to bridge the gap between higher education and the computer industry. It acts as a "broker" between faculty members, who have research and teaching needs, and tam, which has computer equipment and software to meet them.

from around the country to experiment here with tam's products. The professors then tell the company what it should do to adapt its warea for use in higher education. The institute also supports projects that

says, 18M has realized that colleges and

We like to think that we are hare to put academics out in front," says William Gravaa, dvisar to technology institute, shown with Diana Oblinger, IBM project managar.

universities have computing requirements that are different from those of industry. Before IAT opened, she says, "IaM's attitude toward higher education was. 'Here's a box. Hope you like it. It was designed for a manufacturer, but hope you like it."

Says William H. Graves, chairman of the institute's national advisory board: "We like to think that we are here to put academics out in front of the technology. We try to help the larger academic commu nity see how technology can be used today in an academic setting

'Wa're Not Trying to Be MIT'

Mr. Graves says the institute concentrates on educational problems and looks for off-the-shelf equipment and software to solve them. "We're not trying to be MIT. We're act pushing the limits of the silialand what is possible with today's sili-

The Institute for Academic Technology developed from a proposal that Mr. Graves made at a 1988 conference of EDUCOM, a consortium of 630 highar-education institutions and 112 corporationa involved in computing. During a round-table discusaion, he says, he suggested to vendors that they get together to support a national center run by academics.

Iam was the only vendor to respond says Mr. Graves. "IBM took the idea seriously. They stepped up to it.

Today the institute is administered by the University of North Carolina and supported by 18M, which provided about \$1million for each of the first two years. Last

Continued on Following Page

Institute Helps Professors and IBM so effective that it is considering on LAT-West, says Ms. Oblinger, who Learn How to Teach Each Other

Continued From Preceding Page much space. The institute has three institute. Although nothing has July it agreed to provide ubout \$25- new computer classrooms and an been decided, she says, the compamillion a year, excluding equip-

"Iam's equipment is on loan to us," snys Mr. Graves. "We don't a short time, it has gained a reputawant to own it, because it goes out tion smong scademics as a sucof date so quickly. This way, 1BM cessful venture.

Interest Grows Quickly

The institute is run by an advisory board that includes 11 academic administrators and faculty members and four representatives from IAM's Acodemic Information Systems. Mr. Graves, the board's chairman, oversees the institute for the university in his pusition as associate provost for information technology.

Interest in IAT's activities has grown quickly. In the first year, for example, about 500 academics from 80 eolleges and universities nttended briefings and workshops In 1991, 3,000 people from an additional 200 institutions took part.

The institute opened in fall 1989 with six staff members occupying a comfortable 6,000 square feet on the lower floor of the Mendion Campus building. By last fall, IAT had grown sn much that it had to doing it. It is not a broad-based move to new quarters. Today, 20 staff members, along with some part-time essistants and graduate students from Chapel Hill, occupy

auditorium, all connected electron- ny is exploring a collaborative ven-

Although IAT has been open only Los Angeles.

Among his colleagues, says James S. Noblitt, a research professor of Romance languages at er, for foreign-language study and Chapel Hill and LAT's humanities mathematics. The vehicle for that ehairman, the institute is "a morale research is the Advanced Academbooster" because there is no other ic System, tailored by IBM for highplace where representatives from

The institute was established "to make two worlds communicate

more effectively and to carry information

back and forth,"

scademe and industry are working together on computing. it. They don't have enough resources," he says. "Industry is not concern, and the economics do not support it. The fact that we exist is

viewed as a comfort." IRM finds the partnership with tem was one of IAT's first ventures,

was associate dean for academic affairs at the University of Missouri at Columbia before joining the ture on the West Coast, probably in

IAT has n varied research agenda. Right now it is concentrating on multimedia, which combines text, voice, music, motion video, images, and graphics on the comput-

The system is based on four Pa/2 computers. It uses off-the-shelf software adapted for academic use-"Clipmaker" was added to the commercial "ToolBook," for instance—and programs created specifically for educaturs. Examples are "Classroom Presentstlon Option," "Gradebook," and

Professors can use the multimedis system for teaching and re-search. A French professor might stage a presentation with sound pether on computing.

The universities are not doing dents the authentic speech, facial expressions, and gestures of pative speakers. A mathematics professor might develop new modules to add to a computer algebra system,

edapting it for his own uses. The Advanced Academic Sysa complete floor with four times as the University of North Carolina says Mr. Graves. "We wanted a rection we recommend. What do

Equipment for the Advanced Academic System

The Advanced Academic Systam described in the adjacent atory was designed by the International Business Machines Corporation in collaboration with academica at the Institute for Academic Technology. For the multimedia system, IBM adapted some off-theshelf aoftwara to higher aducation and created some new programs specifically for academies. The system lets faculty memcombine imagea, graphics, motion video, music, voica, and text on the computer for classroom presentations. It includes the follow-

Four PS/2 computers, two with 80386 and two with 80386sx proceasors

14-Inch color monitor Small Computer Systema Interface (SCSI) CD-ROM SCSI drive

M-Motion Video Adapte M-ACPA Audio Capture/ Typiat acanner (Caere Corporation) DOS 5.0

Software Classroom Presentation Option (Academic Information Systems CoreiDRAW 2.0 (Corei Systems Corporation) Excel 3.0 (Microsoft Corporation) .

system that you plug in and play ond the software is there," he soys. "We brought people here from the Faculty demos (Academic Information Systame) Gradebook (Acadamic Information Systems Keyboard Mapper (Excaller Software Corporation Math Expressions Editor (Acadamic Information

Systemal METZ FIIE F/X (METZ Multimedia Extension (Microsoft Corporation) Test Ganarator (Academic Information Systems) ToolBook 1.5 (Asymetrix

Corporation Windows 3.0 (Microsoft Corporation)
Windows Entertainment Pak (Microsoft Corporation). Word for Windows 1 1

SofTypa (ZSoft Corporation) you think?' They pounded on the

(Microsoft Corporation)

system that wouldn't be there if i

software, and they said wha vorked well and what didn't.

hadn't been for that academic inuence—things that are not very viable commercially, but that are

IAT members agree that the Ad vanced Academic System, which IBM put on the market in June 1990. owes its existence to the partne ship. "Some of the work was done on the 18M side. Some of it was done on the academic side. But one could not have done it without the other," Ms. Oblinger says.

In addition to its work with proc ucts, the institute is trying to help academics put computing into some kind of perspective and comto terms with its proper use.

"It's depressing how computer are used on some campuses to maintain the status quo and lock in old customs derived from previous centuries," saya Lester Senechal a professor of mathematics a Mount Holyoke College, who oversees IAT's mathematica activiries. "We point out to faculty mem bers things that are worth changing and directions that are worth fol lowing. Perhans it is presumptuou to think we can make change happen, but we have to try.

Technology and Chaoge

Mr. Senechal suggests that technology is worthless without curric ular change. "If you add computing onto an archaic course, it will aot do very much. If you take traditional calculus and add computing it will not make much difference. ha saya. "Technology and curricu-

lar change must go hand in hand." Mr. Noblitt says that too many professors lack judgment when it

"Text-based classical

humanists like electronic

storage of text. It

is better than

unlimited Xeroxing

privileges."

comes to computing. He gives no example: "Text-based classical humanists like electronic storage of text. It is better than unlimited Xeroxing privileges. They like nearch engines-those high-speed things that let you find every reference to, say, the Koran. It is better

"So what does it mean if they can have 10,000 footnotes on an article? It doesn't mean anything. It

Mr. Noblitt sees a role for IAT as a forum to debate academic issuea raised by technology. For example, he says, computers allow acholars who would previously have apent 30 years on a project to complete their reaearch in three months. "When scholarship goes at a fast pace, what does that do to the quality? The slow emergence of scholarship means a lot of reflecting time, an evolution of thought with careful documenting, more dwelling time on a problem," he explaios. "Will technology lead us down the wroog road? We need to debate that."

SOFTWARE

Administrativa Software

Comprehensive, fully supported and integrated Student Infonnation, Financial, Human Resources, and Fundraising seftware system for higher education. Installations at over 90 colleges and universities. On-site integration in the control professional designations.

1-800-253-5017

COMPUTING

ACADEMIC COMPUTING Software, hardware and site license 800-552-1601 FAX 801-484-3897

CATALOGUES

Would you like to publish your tex material for class use? EMTEXT. 534 Pacific Ave. S.F., CA 94133.

COMMUNICATIONS SERVICES

DOMESTIC & INTERNATIONAL Space Segment
 Production

1-800-677-VISTA

CONFERENCES

Electronic Networking & Pub-lishing '92 NYC • Jnn. 14-16 spen-sered by: Lafayette College, Princeton Univ. JvNCNET and Meckler. Program Info.: 11 Ferry Lanc West, Westport, CT 06880, 203-226-6967; 800-635-5537

Simulation in education for bus., met & mis. Jan. 20-22, 1992. Newport Bel: CA. Prof. Roberts, 505-646-4903.

Stmulation in engineering educ, Jan. 20-22, 1992, Newport Beach, CA. Call 619-277-3898.

CONSULTANTS

EDUCOM Consulting Croup. 202-872-4200 nr ECG@EDUCOM.EDU

PUBLICATIONS

Academic & Library Computing

Monthly newsletter covering us Ing computer networks on cam-pus; cannous-wide Information s tems; and online public access or alogs. \$95.00 Institution; \$35.00 individual rate—order from:

MECKLER II Ferry Lane West Westport, CT 06880 203-226-6967

Systems & Computer Technology Corp. 4 Country View Road Malvan, PA 19385 In PA, call. \$15-847-8600

ponner

The BANNER Series

The Power to Reach New

Heights in Administrative

Computing

Five Integrated Systems

Inance • Alumni/Developme

Flunncial Aid • Student

Human Resources

Call toll-free 800-223-7036

Integrated Information Management Systems, Col league is a comprehensive soft-

ware package that streamlines all Student Management, Finar Management, Human Reset and Fund-Raising Systems.

and rund-training systems.

Benefactor is an integrated set of modules designed to support all development activities including strategic and campaign planning, doner acquisition and cuitivation, and gift and pledge proc

vation, and gitt and piedge proc-essing.
With 23 years of experience,
Datatel is committed to deliver-ing quality products and services to higher education.

Datatel · 4375 Fair Lakes Court Fairfax, VA 22033 · 703-968-9000

IIIDATATEL

ASSOCIATES

InfoTech Services

Computer Associates provides educators with software that bet lers the competition in functions lity and design, and is priced my and design, and is priced much less. From graphics to word processing, spreadsheets to ac-counting, CA offers the most val-ue fer your investment. Step up and see the software that is used by over 85% of America's Fertune 500 employees. For more in formation call 1-800-MICRO90.

LEGEND!

. the family of advanced administrative software systems from AMS—the LEGEND series of thing from financial management and human resources to student

3M5

Total Solutions

Information Associates combin Information Associates combines advanced, proven technology with a deep understanding of ad-ministrators' needs to deliver software and professional serv-tees that directly support your in-stitutional strategies. For more stitutional strategies. Fer more information call 716-467-7740.

INFORMATION ASSOCIATES

The value of expertise.

ALA.

Business Course Administrators: AEQUITAS® from ETS, Assess ment seftware evaluates profi-ciency in wp, date entry, spread-sheets and more. 600-951-6116.

FINANCIAL AID

Fund usage and ferecasts. PC nr handheld (Lotus 123) Letters, reports, graphs Atan Donley, Inc. Box 98, Hiram, OH 44234 216-569-3202

MAPLE

The New Math Standard

Waterloo Maple Seftware 160 Columbia Struet West Waterloo, Outarte, Canada N2L 3L3

MicroCaea Curriculum Plan Discover the software-based curriculum that has improved

suciel science instruction at MicroCase, Box 2180, West La-feyette, IN 47906 (317) 497-9999

Cable & wire, facilities management, student resale software. Telen Re-search Corp. 800-488-3526

Career Planners, StG1 PLUS from ETS—career guidance seftware sys-tem for the '90s. Call 800-257-7444. Class Scheduling Software removes teilium, saves many hours. Dell-brook Software Co. 415-661-6291.

Mac Word Processing, Try Nisus®. Call 800-922-2003 for a free demn.

Reach over 420,000* technology-minded readers every week . . . higher-education professionals who are looking for information about computer products and services.

- Academic computing Networking
- · Artificial intelligence
- · Books / cutalogues

· Consultents

· Data entry

· Disk drives

Data conversion

- · CAD / CAM
- · CD-ROM Communical moderns Computers new Computers used

Data recovery services

Desktop publishing

Maintenance management

- Public domain / · Retail leasing Security

Ontical disks

Peripherals

Programming tools

- Software
 by classification
 by discipline
- Supplies
- Systems / hardware
 boards

 mon Itors • printers

To advertise in InfoTech Services, please call or write Lauren Coffman at: The Chroniols of Higher Education 1255 Twenty-Third Street, N.W. Suits 700 Weshington, D.G. 20137 (202) 466 1080 Fax (208) 296-2691

and more . . . every week.

The Chronicle of Higher Education Subscriber Study, Clobe Research, 1991.

Actuarial Scientist at Penn State Spurs Colleagues to Use Multimedia Technology Accumulated Value اللم

Arnold F. Shapiro is a msn with a mission. The professor of actuarial science and insurance wants his colleagues at Pennsyl-vania State University's College of Business Administration and elaewhere to use multimadia technology in their classrooms.

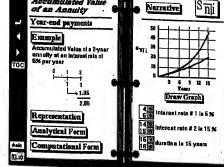
To show the way, Mr. Shapiro has undertoken a three-year instructional-technology project called the Multimedio Co based Business School Colloquium. When it is completed says, tha project will include half a dozen teaching modulas com-bining aound, video, Images graphica, and text on the comput-

"We're leading the way for business achools to get involved in technology, Mr. Shaplro says. "Essentiolly, we're creating a computer program for technology into business schools

2 Major Modules

Right now, the professor and a group of his students are putting the finishing touches on two major modules, one nn sdvanced course on actuarial science and insurance and the other an intro-

ductory course. 'Essentially, the modules are all being worked on at the same time," Mr. Shapiro says. "The trick is to keep everyone going in a common direction." Someilmes, he says, "a student will Corporation, brings faculty mem-



better view." to undertake the business project. The institute, a partnership between the university and the very turned on." International Business Machines

Mr. Shapiro, "I saw that that is the way the world is going. I got

The project, which started on

January I, 1991, is supported in Mr. Shapiro says multimedia technology gives faculty mem-bers many devices to hold stu-

classroom." he sav.

on the cutting edge."

These electronic pages from a finance course at Pennsylvania State U. Illustrate how instructors cen usa computer software to coordinate different dimansions of a topic.

have a view different from mine bers from across the country to ue of multimedia. "We came up

Mr. Shapiro credits the Inatitute for Academic Technology at the University of North Carolina

Al an institute briefing on multipart by IAT. at Chapel Hill for prompting him thredia in September 1990, says

have a view uniterent from mine ora non natusa the country to us or manimosts. The same to better view."

Lis headquarters to experiment to speed very quickly, "he says, with computer technology. It also "All things just fell into place."

Mr. Shapiro persuaded his learning experience. "You can

company charters to a copy of the t758 letter confirming the granting of the charter of America's first life-inaurance company." he says. "You can show a fire end ita economic consequences, and then draw ideas from the students. Together you can wall through the subject matter."

'Video-Games Generation' "Multimedia allows the riskand-insurance instructor to us and create courseware that can capture the imagination of the video-games generation and use their addiction to computer graphics and simulation to advan-

For his project, Mr. Shapiro says he looked for simple technology so business professors everywhere could adapt his programs. "You do not have to be a computer person' to construct professional-caliber presentation

software using the current technology," he says. Mr. Shapiro's biggest challenge now is getting his equipment to class, so he can test the modules on students. "I have to use a cart to move the equipment to the car and drive the car to the

One day, he speculatea, every business student will have a contputer in class. "Things are not as convenient now as they will be in the future," he says. "The good nawa and the bad news is, we're

than using boxes of card filea. They like to do what they have always done, but faster, bigger, and better. surpasses the human capacity for 30-Year Project in 3 Months

Research & Education Networking Monthly newsletter covering ternet, Bitnet, NREN, global ternet, Bitnet, NHSN, global high-speed networking, emerg-ling standards, electronic journal developments and related con-cems, \$97.00 Institution; \$35.00 Individual rate—order from: MECKLER Vestport, CT 06880 203-226-6967

SOFTWARE

INSTRUCTIONAL SOFTWHERE?

You no longer need to search high and low for high-quality software for classroom and lab use. Since 1986, hundreds of instructors from universities as well as high schools have turned to us for the best PC-based instructional software.

for just the right software to illustrate your point, Wisc-Wore can help. Call today for a FREE catalog and information on how you can benefit from the Wisc-Ware Call 800-543-3201 acsdemic software For a FREE consortium, Membership Guide,

So when you're looking



Wisc-Ware University of Wiscansin 1210 W. Dayton Street Madison, WI 53706

VIDEOS



Valuing Diversity® is now a 7-part film/video series.

Places seed information sec				DW COVHS DISETA
Poekios		- Aldien -		611
Organización	- 17	Postal Code	1	_ Tsl

NEW COMPUTER SOFTWARE

The following list of computer software has been compiled from nformation provided by the publishers or by companies markeling the programs. Prices are subject to change without notice. For infor mation about specific applications and hardware requirements, contact the companies directly.

Aeoounting. "Fassic—Financiat Ac-countins Basics, Version 3.0" for take rc and compatibles. Tutorials provide interactive instruction on fundamen-tals of accounting, including the balinteractive instruction on furdamentals of accounting, including the balence sheet, income statement, actual for the control of the control o

Biology, "The Muscle Tutorial," for April Mischool, Resultra "Hyper-Carlet April Mischool, Resultra "Hyper-Carlet as striked muscle structure and physiology include the muscle contraction and its registion; 539; quantimistion, Department of April Mischool, 150, Smis Barbars, Cal. 2011:6-150; 1500, 364-835; or (80), 364-355; or (80), 3

lar part from a manufacturer; student must select a veodor, nesotiale a contract, and place orders for one year; includes costs, vendor delivery, defections; 225 for members, 375 for athers. Consist: Wise-Wave, Academic Computing Center, University of Wisconsin, 1210 West Dryton Street, Madison, Wia, 53706; 1800) 543-3201 or 1600) 262-1617.

[608) 202-8167. emputer science, "sc—Simple Com-putor," for ISM PC and compatibles. Requires "Windows," Program amu-Reculters "Windows." Program anuliste a simple computer, introducias
computer concepts and fundamentals
intelled a simple computer, introducias
computer concepts and fundamentals
of machine-insuma programming includes 10 instructions and declarial mixfor stern. Content: Wisk-Wwe, Acadomic Computing Center, University
of Wiscousin, 1210 West Duyton
Street, Maslisson, Wisk, 33796; 1800)
Street, Maslisson, Wisk, 33796; 1800)
Street, Maslisson, Wisk, 33796; 1800)
Street, Maslisson, Wisk, 33796; 1800;
or task read compatibles. Requires
"Windows." Lets user apply transfer
mixedious to before or componence program
of the systom; 325 for members, 375
of the systom; 325 for members, 375

to the magnitude sout also exercises of the syston; 235 for numbers, 375 for others, 375 for others, 375 for others. Contact: Wise-Ware, Academic Computing Center, Uniter-Ware, Academic Computing Center, Uniters (Mass Dayton Street, Maddison, Wirk 33706; 31603) 543-3201 or 1669; 362-5167.

Torolon Lit. For inst PC and Contact Contac studonis to review, try sgain, and prin missed questions; \$25 for members \$75 for others. Contact: Wisc-Ware

575 for olhors. Contact: Wise-Ware, Andemic Computing Ceolor, University of Wisconsin, 1210 West Dayson Street, Machoe, Wit. 3796; 1800) Anderson Street, Machoe, Wit. 3796; 1800 Anderson Street, William Street, Chica Salver, Vernica of Policy Street, and compatibles. Let solence and engineering salvenies and extension of the Street, and the Stre Jary. Madieine. "Blood Cott Countina, Man-ual and Automatic," for Apple Macin-tosh. Tutorial Includes 50 questions on

was cornal whites, terms to describe
the was, hemocytometer and manual
count, and itschnicton and Coulter intrumentations; student edition 521;
instructor edition 586. Contact: Intell',
instructor edition 586. Contact: Intell',
1509, Santa Barbana, Cal. 93116-1501;
1800; 146-1355 or (805) 885-2100.
Physilas. "Thermodyramaine: Leciurepatibles. Contains 10 computer animacontact international contact of the concontact intelligence of the contact of the concontact international contact of the concontact international contact of the conminutes, illustrating conceptual relaincludes four topics—inothermal, adinbatic, inchorit, and hosbarte endicontact international contact international contine Carmot cycle, two—and four-cycle to
1500; North Carmot cycle, two—and four-cycle of
1500; North Carmot cycle, two—and four-cycle of
1500; North Carmot cycle, two—and fourcycle of
1500; North Carmot cycle, two—and fourcycle of
1500; North Carmot cycle, two—and fourcycle of
1500; North Carmot cycle, two—and four1500; Includes an outlow, assembler,
1500; North Carmot
1500; North Carmot
1500; Includes an outlow, assembler,
1500; Includes an outlow, assembler,
1500; Includes an outlow, assembler,
1500; Includes an outlow, 1500; North
1500; North Carmot
1500; North
1500; Nort

ORTIOAL DIBILE

persons used as a process of the control of the con related publications, and reference material on cosmological concapts; \$199. Confact: Wayzata Technology Inc., P.O. Box 807, Orand Rapids, Minn. 55744; (800) 735-7321 or 1218)

John State Science data bases. "World Factbook 1991." for co-mom players used with Apple Macintost or tam re and compatibles. Almanae of socioomic, geopolitical, de

connosis, acopolitical, demonstrable, aconomica, acopolitical, demonstrable, and country-specific dato: Includes 246 profiles of acouranties, and ceritories; based on the Central Intelligence: Acesery's annual Technology Intelligence: Accessive is annual Technology Intelligence: Accessive is annual Replies, Minn., 5744; 1800, 715-721 and 715-72

The Most Important Part of Your New Information System .

Service

You have decided to upgrade your campus information management system. Now you and your colleagues are sorting out departmental needs, 4GL tools, networking options, application vendors. hardware manufacturers. operating systems, and more. It's easy to get lost in the information system forest.

Consider-what's most important in making your new information system successful? People: yours and ours. Client Services people comprise Quodeta's largest department. They understand your environment because they were there in educational administration. These are the neonle who train. install, tailor, and provide on-going support.

Let's face it: computer software is pretty similar. This one does a little more here, that one does a little more there, People make the difference. Ours have been making people like yours successful for 20 vears.

Call us for a few names of the over 100 clients using Quodata systems. Hear for yourself about our fine service....the most important component of your new information system.



One Union Place Hartford, CT 06103 (203) 728-6777

digital Sta

TECHNOLOGY UPDATE

■ Teleconferencing system to link American, Russian academics

■ New tools will help astronomers deal with mountains of data

■ Network serves as 'textbook' for course on the environment

■ College clinic offers eye exams for heavy users of computers

Academics in the United States and Russia may soon be able to hold joint conferences by computer with a new intersetive video teleconferencing service.

The service, a joint project of Brown University's Institute for International Studies and the Institute of Space Research in Moscow will let researchers and scholars who are miles apart work on projects simultaneously and exchange information "face to face" on com-

The teleconferencing system will allevinte several problems faced by both American and Russian institutions in trying to work together, says Mark Garrison, director of the Center for Foreign Policy Development, a part of Brown's international-studies institute For one thing, "travel is time consuming and expensive," he says. "Tele phone calls, electronic mail, and faxes are not always dependable. They are far less productive than interactive face-to-face meetings,"

Researchers at both institutions began testing the system last full. Brown plans to extend the test to other sites in the United States ear ly this year, while the Russian instltute hopes to add several other sites in Moscow by July I and locations beyond Moscow Ister.

The system, which should be available to academic institutions and other non-profit organizations by mid-1992, is using a communications satellite provided by Intersputnik, an international spaceelecommunications organization. and ground stations supplied by the Russlan instituto. The project is supported in part by the Carnegic Compration of New York.

For more information, contact Mark Garrison, Center for Foreign Policy Development, Institute for International Studies, Brown University, Providence, R.I. 02912; (401) 863-3465.

BEVERLY T. WATKINS

Researchers at the Johns Hopkina University are creating new tools to help satrono mera analyze the mountains of Information gathered by obser-Vatorica and antellites.

The researchers say the tools, part of a project called Astro-Explorer, should produce new data-searching techniques to make computer searching faster and more efficient. They also hope to develop better software that will let them examine astronomical data and decide, for example, whether an image is a real one created by starlight or a false one created by

"Astronomers are just being swsmped with data," says Holland C. Ford, a professor of physics and astronomy, who is developing the system with Michael T. Goodrich and Steven Salzberg, both assistant professors of computer science. He says the vast data bases affecting their vision may have now svailable lack the tools needed for ssironomers to search for evolic celestial objects, using criteria such as size, distance, composilege of Optometry.

tion, or behavior. Since the development of photsgraphic techniques, says Mr. Ford. sstronomers have relied on taking two virtually identical images of the same sector of sky and looking for differences between them. The differences can reveal a new planel, a comet, s change in a star, or the fact that what appears to be a single star is really a group of very sion disorders that found that eye distant stars, he says.

Such labor-intensive technique are no longer practical in many instances, "These large amounts st data mean we have to do much more of this on the computer," says Mr. Ford

The National Science Foundation is supporting the project with a \$350.000 prant.

For more information, contact Holland C. Ford, the Johns Hop kins University, Homewood Campus, Baltimore, Md. 21218; FORO WINDFOS.PHA.JHU.EDU.

-OAVID L. WILSON

comes close.

It's self-directed, It's interactive.

And it's flexible. Clients can go

through the entire program or

The program allows your clients

assessment of values, skills and

up-to-date information on hun-

make smarter career decisions.

Although the modular format

allows for your Intervention, your

assured privacy and can even save

clients can go it alone. They are

their responses. They can come

back later and pick up where

they left off. Even years later, at

various points in their careers,

the SIGI PLUS program can help

The SIGI PLUS system is a product

them make tough decisions.

dreds of occupations. So they can

to get a comprehensive self-

interests. They can also get

just access specific sections.

About 55 students at Florida International University are using a computer network as a kind of textbook for a course or the environment

The network, operated by Globnl Action Network (DAN) and the Institute for Global Communication's EcoNet, provides students with current information about the environment and the politics surrounding it, according to Joseph Geierman, coordinator of OAN. which hus its headquarters at Tufts University.

"OAN puls on basic environmen tal information-I call them envi ronmental 'Cliff Notes'-on Issues like global warming or renewableenergy use or nuclear waste," says Mr. Geiermann. It also has a list of resources, legislative information, and issues.

By using OAN, which functions as a data base, he says users can tell when they may have a chance to affect the legislative process.

EcoNet, an electronic network, allows researchers all over the world to gain access to the material

The Florida students must take the course, "Environmental Polltics," if they are majoring in environmental studies, says Mr. Geier For more information, contact

Joseph Geiermann, Global Action Network Lincoln Filene Center. Tufts University, Medford, Mass. 02155; (617) 627-3423; OAN@IOC. -D.L.W

Faculty members, clericalataff members, atudents, and othera who are concerned that an eve examination at a new clinic opened by the State Uni-

The clinic includes a simulated workstation so its staff members Briefly Noted can observe lighting, furniture, and screen gisre during each examination and make recommendations to alleviate sny problems they may be causing. Complete examinations cost about \$100.

The college established the clinic following s study of jsb-related vi-

versity of New York's State Col-

Therapy Unit, State University of New York, State College of Optometry, 100 East 24th Street, New York 10010; (212) 420-4960.

Higher Education Product Companion, a new quarterly magazine on commercial computer products that can be used in higher education, is available free from Syllabus Press, 1307 South Mnry Avenue, Suite 218, Sunnyvale, Cal. 94087; (408) 746-2000.

lated with computer use. The study

also found that the prevalence and

likely to be due to the amount of

For more information, contact

than to the type of lusk.

Project SERAPHIM, a clenring-

strain, blurred near vision, tlouble house for computer instruction in vision, and eye irritation all correchemistry, is offering fellowships to faculty members interested in developing computer-related eduseventy of symptoms were more cational materials. The deadline for summer fellowships is Februtime spent working on a computer ary t. Coulact John W. Moore, Department of Chemistry, University of Wisconsin, 1101 University Av-Hsrold Friedman, chief, Vision enue, Madison, Wis. 53706; (608) 262-0381

Rochester Institute of Technology's College of Applied Science and Technology is offering a new program in software engineering and development and telecommunicotions technology leading to o master-of-science degree.

■ The Maryland Higher Education Commission has given the University of Maryland's Baltimore County Csnipus permission to offer an interdisciplinary program in computer art, video, film. photography, and art theory and criticism lending to a moster of fine nrts in imaging and digital arts.

CAREER PLANNERS RECOGNIZE THE VALUE OF LOOKING AHEAD.



newsletters and toll-free technical support are all part of the program.

SIGI PLUS gives you everything you need to help your clients help themselves. For more

Information call toll-free 1-800-257-7444

SIGI PLUS. The career guidance software system for the 90's.

t would tike SIG: FLUS® system ilterature.
1 would like someone to contact me.
Telephone:
Best time to reach mt: 1 would like a free SIGI PLUS demo disk. Disheite size: 134" 54"
Name
Title
Organization
Xilma
Day Seatt Exp
Mail comento

The SIGI PLUS Program Workplace Assessment & Training Educational Testing Service Princeton, NJ. '08543-5071 Or call toll-free: 1-800-257-7444

CHE 192

materials, regional conferences, ETS, EDUCATIONAL TESTING SERVICE, the ETS logo design, SIGI PAUS and the SIGI PAUS logo design are registered trademarks of Educational Testing Service

of Educational Testing Service-

the leader in career guidance for

hard to make it just as useful for

It lets you add Information about

local services, seminars and

line questionnaires collect

employment opportunities, On-

valuable information about your

clients. And we provide you with

on-going support: promotional

you as for your clients.

over fifteen years. And we worked

Ways & Means

The National Humanittea Alliance has called on Presiden Bush to look for a diversity of viewpoints in aelecting members of the National Council on the Humanities, the advisory board for the National Endowment for the Humanities.

"Council members must bring not only the highest qualifications but also a broad range of perspectives, which is critical to the effectiveness of such a body." says a statement issued by the altiance. By the end of January, President Bush is expected to nominate nine people to the 25-member council to fill orthcoming vacuncles.

Sourc scholars have charged the Bush Administration with seeking to appoint unly conservatives to a council that at one time was known fur non-partisanship. The versy came to a head last year when a Senate committee rejected the nomination of Carol A. tannone to the council.

John Hammer, director of the National Humanities Alliance, said his organization wanted to remind the Nen chairman end the President of the criteria for candidates before any specific candidates were chosen for the plac scata.

Wo think it is easier to get the message across now, before the nine nominations have been made," he

A spokeswoman for the NEH said of the atliance's statement: "Our council members at this time have the highest qualifications and represent e broad range of views eod parspectives. It is that way now and it will be that way in the

Peeved over the number of foreign-made care he sees in parking lots at public colleges, a Florida lawmaker suggested that If tayoffa ore necessary in the State University System, employees with non-American cars should be let go first. "They have put Americans out of

work," Rep. Tom J. Toblasseo sald at a recent legislative hearing on ways to cut the Florida state budget. The legislator, sponsor for the

past three years of a resolution declaring the week of July 4 "Buy American Week," said his

"It's something to think about," said Mr. Tobiassen. If Amaricans aren't working, there will be "nobody left to pay taxes to support

our education system."
Mr. Tobiassen anid he realized college employees are not the only people who buy foreign cars, but he added: "You go to any university and I would say a majority of the faculty and administration drive

foreign cars."

The idea was left as a jest, but not before one key administrator made it clear that his automotive preferences were decidedly domestic. "Thank God I have a Ford LTO," said Charles B. Reed, the chancellor of the university

Government & Politics

U.S. May Bar Solicitation of Gifts for Minority Scholarships

Final rules, expected from Education Department, may limit colleges' actions

Regulations proposed by the Education Department may preclude colleges from soliciting gifts specifically to support minority students.
When Education Secretary Lumar Alex-

ander proposed rules last month that generally wunld bur schularships reserved for members of purticular ethnic or racial groups, one of the exceptions he allowed was gifts to colleges specifically fur minority scholarships. Many college ufficinis who favor minority scholarships said at the time that they would deal with the regulations by soliciting money for minority

But in a recent interview, two of the department officials who helped draft the regulations sold that the final version, expected to be issued sometime after Merch, may not allow colleges to solicit such gifts.

Legal Questions Under Study

Jeffrey C. Martin, general counsel to the Education Deportment, said that when Mr. Alexander discussed the exemptions for gifts to colleges, a gift solicited by a college was "not what we had in mind." Mr. Mortin sold the exemption was viewed as applying to eases where "the donor hos proposed the restriction."

Mr. Martin and Michael L. Williams, Assistant Secretary of Education for civil rights, said that they were unsure how tha final regulations would treat gifts solicited by colloges, and that they were seeking opinions on the lesue from college officials ns well os studying the legal questions in-

Some college officials said they would be angry if the department did try to prevent them from soliciting gifts for minority scholarships, "This would raise a very serious question about the independence of Continued on Page A36

Accrediting officials fear that a recent

move by the Middle States Association of

Colleges and Schools to back down from

its use of "diversity standards" has given

the Education Department too much pow-

At its annual meeting last month, Middle

States adopted a policy stating that its di-

versity standards would not be used as a

condition for accrediting institutions end

that coileges could define for themselves

how the standards would be applied. The

atandards allowed accreditation teams to

evaluate colleges' records in recruiting and

retaining minority students, faculty mem-

Middle States made the standards on-

tional after months of wrangling with the

Education Department. Education Secre-

bers, and governing-board members.

er over accrediting associations.

Jeffrey Mertin: Gifts solicited by colleges

specifically for minority scholarships, es opposed to gifts restricted by donors, wera "not whet we had in mind."



Micheal Williams: With the gover aiready helping collegas comply with new regulations, "It is truly possible to protect the kind of essistance we went to offer.

U.S. Judge Orders Steps to End Segregation of Alabama State Colleges; Appeal Expected

A federal district judge has found Alebamo's public higher-education system to be illegally segregoted. He ordered many of the state's colleges to take specific steps to desegregote.

In on 876-page decision, Judge Heroid Murphy found that the state hod failed to eliminate the vestiges of segregation in finaneing formulas for historically black colleges and in the recruitment of black students end faculty members at some predominently white institutions.

Reaction to the decision was mixed, and college officials predicted that it would be oppealed. Any oppeal might be subject to

ndords could lead colleges to use quotaa

The department's ability to force an ac-

crediting body to change its standards is

worrisome, say many accrediting officials, because two other regional accrediting

bodies use diversity issues in accreditation

and o third one is expected to start doing so

crediting could be under way," soid Ste-

phen S. Weiner, executive director of the

Accrediting Commission for Senior Col-

leges and Universities, an office of the

Western Association of Colleges and

Schools. "And it's very dangerous to ac-

Continued on Page A36

"The process of federalization of ac-

and could impinge on academie and reli-

gious freedom.

later this month.

Middle States' Decision on Diversity Standards

Seen Enhancing Federal Role in Accreditation

new legal interpretations on desegregation issues because the U.S. Supreme Court is currently considering a Mississippi college-desegregation case. The Court's decision in that case may set new legal xtendards for determining when state highereducation systems are segregated and what obligations xintes have to desegre-

1983 Suit by the Justice Department

The Alabama case dates to 1980, when a federal district judge in Washington ordered the Education Department to obtain a desegregation plan from Alabama. When the state did not file an acceptable plan, the department asked the Justice Department to take over the case.

to 1983 the Justice Department aved the state. That suit was joined with another suit by e group of black Alabama citizens who also charged that the state was operat ing an illegally aegregated system.

In 1985, District Judge U. W. Clemon ruled that the state system was illegally segregated. But io 1987, the 11th Circuit Court of Appeals ordered a new trial, la part because Judge Clemon had been in volved in setting higher-education policy in Alabama when he served as a state sens tor before being named to the federal

To avoid another conflict, Judge Murphy, who normelly hears cases in Georgia. was assigned the case.

In his ruling, Judge Murphy ordered the following:

a The state must change its financing formula for higher education so that more Continued on Page A35 A BLEAK OUTLOOK

HIGHER EDUCATION

THE STATES

Washington State's coordinating board:

We were booming slong there for

e while, but it caught up with ua."

By GOLDIE BLUMENSTYK and MARY CRYSTAL CAGE S BAD AS THE FINANCIAL PICTURE HAS BEEN for higher education in this academic year, 1992-93 Lould be even worse.

With many state legislatures beginning their 1992 legislative sessions this month, the recession and continuing budget crises in the states are expected to preoceupy lawmakers and overwhelm all the other issues affeeting higher education.

A Chronicle survey of college officials and lawmakers in the 50 stutes found most predicting that their states' dismal financial condition would result in another year of hordship for public colleges, bringing still more layoffs, steep tuition increases, and limits on enrollment.

"If in fact we get no more money, we'll take no more students," says Barry Munitz, chancellor of the California State University System. He says his request for a 7-per-cent increase in 1992-93 is for a "survival budget."

The woes will also mean lean times for private colleges and students who depend on their states for financial support. Though college costs are rising, there will be few increases for student aid.

Other studies bear out the projections. According to the National Governors' Association and the National Association of State Budget Officers, state budgets "are as weak as they have ever been.

That grim assessment is reflected in a recent survey of legislative lenders on their top priorities for 1992. Conducted by the National Conference of State Legislatures, the survey found that lawmakers considered balancing their budgets to be their highest priority, and that mnny were prepared to include education, and "higher education in particular" in spending cuts.

The financial picture for states is more complicated today than it was in the early 1980's, experts say, because governments are confronting revenue shortfalls as a result of the recession while still trying to meet spiraling expenses for such programs as corrections and health care for the poor.

In that environment, it is difficult for higher education to compete, says Gary Cox, executive director of the Kentucky Council on Higher Education. "Do you put people out of nursing homes to pay for higher education?" he asks. "It's a terrible choice."

Julie K. Phelpa, vice-president for business and finance at Delaware State College, says higher education's image is not always an advantage. "The public does not automatically see higher education as a public responsibility," she says, "It's seen as just another special-interest group."

That image is likely to be reinforced by the ambitious-and, college officials acknowledge, often unrealistic-appropriations requests that many higher-education systems are submitting to their governors and legislatures. In 26 states, the requests call for increases above 10 per cent. Many are accking increases above 20 per cent, in part to recoun money cut from their budg-

In virtually all cases, college leaders say they do not expect to receive amounts even close to their requests. But many say they have a responsibility to show public officials what their financial needs are.

The squeeze is being felt even by states that have

been relatively untouched by the recession or were not scheduled to discuss budget issues this year. In Washington State, Gov. Booth Gardner, a Democrat, is proposing large and unexpected tuition increases as part of his deficit-reduction plan. "We were booming along there for a while, but it caught up with us," says Ann Duley, executive director of the state's Higher Education Coordinating Board.

The outlook, however, is not altogether bleak. In several states, college and community leaders nre working to promote higher education's cause. The Friends of the 14 Penusylvania Universities, the Citizens Council for Michigan Public Universities, and a less-formal group of public-college alumni and supporters in Florido are just three of the groups that have been organizing recently to campaign for incrensed fi-

T LEAST NINE STATES may consider tax in-A LEAST NINE STATES MRy consider that an creoses or tax-reform measures that could benefit higher education directly or indirectly this year. Those states are Alaboma, Florida, Louisiana, Montana, Oregon, Rhode Island, Tennessee, Virginia, and Wyoming.

In Georgia, Gov. Zell Miller, a Democrat, has proposed increasing user fees to help finance construction of 15 major projects for the university system and to 'scrape together enough money" for a 3-per-cent salary increase for faculty members.

"As Bulldog fans," says Governor Miller, "we know that there's a time to hunker down and there's a time to call a daring play that heads you strnight for the goal line. I hope you will agree that the time for hunkering down is over. I want to score.'

Tennessee Gov. Ned Ray Mc Wherter, a Democrat, will be championing a tax increase that could free up money for higher education. But in at least two other states-Connecticut and New Jersey-legislators are expected to battle their governors in an attempt to repent taxes enacted in 1991 and 1990, respectively. The public anger unleashed by those tax increases is expected to make lawmakers in other states cautious about approving similar measures.

In many states, the budget problems have inspired governors and legislators to consider changes in the way public eolleges are run. Arizona, Colorado, Connecticut, Idaho, Illinois, Minnesota, and Oregon are among those where new governance proposals will be on the table. Lawmakers in Missouri, North Carolina, and Utah also are expected to consider legislation to make public colleges more accountable for the way they educate students and spend public funda.

Tight money situations often prompt "hard looks at bureaucracies," says Ross A. Hodel, deputy director of the Illinois Board of Higher Education.

While proposala that cost money will be rare, a few other issues affecting higher education will surface in legislatures this year. In Indiana, some lawmakers want to cut or climinate the subaidy for out-of-state students who attend public colleges. Louislana and Kansas will consider proposals to improve postsecondary education in vocational-technical fields. And lawmakers in at least four states-Maryland, Mississippi, Michigan, and Tennessee-are likely to consider inereased regulation of proprietary schools.

Ifornia Stata University System "If in fact we get no mora money, we'll take no more students."

Barry Munity, chancellor of the

Gery Cox, executive director of Kentucky's council: "Do you put paople out of nursing homes to pey for higher

A summary of the outlook in each of the states begins on Page A26.



The Outlook for Higher Education in the 50 State Legislatures This Year

ALABAMA

Februery 4-May 18

- For the four-yeer colleges end universi-ties, \$769.5-million, en 11.1-per-cent in-
- For the two-year inetitutions, \$215.7-mil-lion, e 45.9-per-cent increese.
- Prospects for colleges' winning a major increese will depend on whether lawnekers decide to increese taxes, which servetive stets. A recent survey found thet e majority of voters said they would be willing to support tax increasee for educa-tion, but eupport declined when specific tax proposels were presented.
- The Legislature will consider e bill to make it a felony, punisheble by up to 10 years in prieon, to give cesh or gifte to Private colleges ere requesting more money for student eld.

ALASKA

Jenuary 13-mld-Mey

- m \$180.6-million, a 7.4-per-cent increase
- The University of Aleska wants to increase the shere of the overall state budget that goes to higher education from the current 7 per cent. College progrems to serve the south-central pert of the stata, including Anchorage and the Kensi Peninsule, ere expected to fere well in the budget proc-ess because enrollment is growing there.
- Although no epecific legislation has been | introduced, lawmekers ere expected to puch the university to do more research on global-climete chenge and on techniques

college ethietes who receive scholer-ehips. The legieletion would elso make it s

felony for college ethietee to receive such

benefits if the benefits would violate the terms of their scholarshipe.

- groun-americ change and on techniques to improve efficiency in harvesting fish. Lewmekers are also likely to increase pressure on the university system to improve educational opportunities for Native Aleakans. The legislative interest follows a controverey et the University of Aleaka at Anchorage, where e faculty member ec-cused her colleegues of coddling Netive studenta with unearned high gredes.
- Private colleges era esking the legislature
 - Private college or a esking the legislature to continue support for student eld.
 Aleska Pecific University is pushing the legislature for more money for a library operated jointly with the University of Alaske et Anchorage.

ARIZONA

Jenuary 13-lete-April

- For the universities, \$764.2-million, a
- 12.4-per-cent increese.

 For the community colleges, \$108.7-million, a 27.5-per-cent Increese
- Gov. Fife Symington's no-tax-increase stance will be a formideble obstacle for colleges hoping to win budget increases. There here been several studies and re-ports on the need to increase tex revenue, but neither the Legislature nor the voters seem reedy to enact a new tax system.
- Mr. Symington, a Republican, hes pro-posed that the Board of Regents, which currently governs the three state universi-ties, be abolished and repleced with gov-erning boards for the individual institutions. Roard members onnous the move but some legislators support the Gover-nor's proposal. The measure's fata is un-
- cartain.

 Lawmekers ere expected to debate tuition policy because the Board of Regants, under strong student pressure, has votad to freeza tuition even though the stete budg-et altustion mey force cuts in college

ANKANGAB

■ 1992-93 will be the second year of a blenniel budget, so there was no budget re-quest for this session.

- The Legislature's new Joint Interim Over-sight Committee on Higher Education Re-form is expected to discuss the number of students who require remedial courses when starting college and may recom-ment legislatively mendated minimum standards or admission to college.
 The committee may propose further re-
- the committee may propose rather to strictions on the emount of state money that institutions may use to offset deficits in intercollegista sthictics progrems.

delitorina

Jenuery 6-September 13

- For the University of Celifornie system, \$2.4-billion, e 9.8-per-cent increass.

 For the Celifornia Stata University System,
- \$1.77-billion, e 7-per-cent increese.

 For the Cetifornie Community Cotleges
 \$1.9-billion, e 14.7-per-cent increese.
- With the state feeing e huge budget defioit and e "no more taxes" pledge by many Republicans in the Legislature, full fi-nancing of higher education's budget re-quests is unlikely. Gov. Pete Wilson, e Republican, puahed through the biggest tax increase in the state's history last yeer, but he will not be able to repeat that feat thle year. Should more state money be available, legislators have said they would try to reduce tuition. Students in the community-coilegs and etste-university systems asw tuition climb by 20 per cent lest yeer. The University of Cellfornie had e 40-per-cent tuition increase.
- The Lagislaturs will consider e request by college officiels to piace a \$900-million bond measure on the 1992 beliot. The money would be used to finance renovetion and construction at existing compuees and would be divided emong the three
- ea any would be universe among the three higher-education systems. Californie Stete University officials want more budgetary flexibility. They complein that too meny of the system's expenditures must be epproved by the state's Department of General Services or other egencies. Some legislators support the idee, but others are skepticel because of pest scendels concerning the manege-
- pest scencels concerning the manage-ment of the system.

 Hispenic legislators may re-introduce e bill to provide additional money for edu-cating the etats's 1.6 million new immigrants. Community colleges heve complained about not having enough money
- Private collegea will push for more money for the Cel Grent Program, which provides eld to state residents ettanding private
- colleges.

 Private colleges ere worried about gradual changes in etata laws that could diminish their tax-exampt statue, and they will try to prevent further changes

Note: Above is the outlook for higher education in the 50 state legislatures this year. Appropriations requests show the amount sought by statewide coordinating boards or by individual colleges or higher-education systems, not by governor. Every whore noted, all appropriation requests are for operating expressed for the 1962-60 fixed and exacted express. The percentage comparisons with the 1991-82 budgets reflect mid-year budget outs and so refer to many sociages actually received. International included in operating things they will not state to date.

Date of session and budget reques

COLORADO

January 8-May 6

Government & Politics

- # \$445.9-million. e 15.5-per-cent in-
- The unusually high request includes near-ly \$4D-million for the costs of pest end Restructuring of public-college governance will probebly be en lesue the year, with eome legislators interested in merg-ing or abolishing some of the elx governexpected increeees in public-college en rollment end enough money for colleges and universities to recoup the 3-per-cen ing boards and perhans providing commu nity colleges end etete colleges with their own boards. cut in appropriations made in 1991-92 College officials do not expect to get the entire emount but were encouraged that
 - Legisletors may vote to require public col-
 - Lagisletors may vote to require public colleges to involve elumi, studente, end ional business leaders in developing essesament progreme to meseure what students ere learning.
 Finenciel management is expected to be emajor issue. Some sewmakora went legislation to creck down on what they see as extrawagence in public higher education.
- Privete inetitutions support a bill that would guarentee a stete tex credit for do-nors of life-insurence policies to cheriteble organizations.
- organizations.

 Private colleges went to change e lew thet requires college students to be immunized for the meesiee before they register. They went it to epply only to younger stu-dants who live on the cempusee, excluding older, commuter students

CONNECTICUT

Februery 5-Mey 6

- \$576.7-million, a 14.9-per-cent in-
- The state's financiel future remeins cloudy to 1991, et the insistence of Gov. Lowell P. Welcker, Jr., lawmekera rejuctantly adopted the state's first income tax.
 Meny legislatore went to repeal the tax. they eucosed, colleges could find them-selves fecing severe budget cute. Even if the tex staye in piecs, mejor increases for colleges are unlikely. The request itself is primarily designed to meintain existing

Gov. Roy Romer, a Democrat, recom-mended e \$25-million increese.

- Governence will be an lasue. A state commission is looking at reorganizing state government and that could result in a re-newed call to merge some of the 12 com-munity and 5 technical colleges. A merger of the Board of Governors for Higher Edu-cetion, the state coordinating board, with the Department of Education le elso pos-
- State higher-aducation officials may propose changes in the way financial aid is made available so that the state money would be distributed from a cantral agency to students, rather then through col-leges. The change could eleo make it pos-sible for Connecticut residents to use the ald at colleges outside the state.
- ·蒙古林。 医电线 ■ Because of the etate's budget crisie, the private institutions are not making any legislative proposals. They hope to main-tain current appropriations levels for ex-Isting financial-aid programa

QUANT.

January 14-June 30

- For the University of Deleware, \$71-millon, e 3.6-per-cent increase.
 For Delewere State College, \$22.4-millon, e 10-per-cent increase.
- For two-year technical and community colleges, \$35.7-million, a 6.6-per-cent in-
- Gov. Micheel N. Castle, a Republican, hes warned that money will be tight this year and has asked state agencies to prepere for budgets that would represent 96 per

FLORIDA

January 14-April 3

- For the Stete University Systam, \$1.85-billion, a 30.7-per-cent increase. For community colleges, \$730.9-million, a 29.2-per-cent increase.
- Public colleges are setting for a lot of money to keep up with growing arrollment and to recoup funds they lost in Decem-ber, when the Legislature revoked 3.5 per cent of their 1921-22 appropriate higher-equication teaders have railed the lost tasks, as it is likely that tea-ments and Gov. Lawton Chiles, a Demo-cret, will agree to extend the state seles at to some services and other times that tex to some services and other items that ere now exempt. But a looming state defi-cit could keep colleges from getting lerge
- to be leaved by the Legisleture's Auditor General. Thet office hes been studying the "accountability" stenderds the stets universities propose to use in their public "report card" on the parlormance of high-ar aducation. Last year the university eystem won more eutonomy over its budget in axchenge for promieing to report on the universities' performence. Community colleges will sek the Legisle-
- ture to relieve them from having to include detailed beckground information on the meny reports they ere required to file on such things es their progress in recruiting minority students end feculty members.
- Since the Floride budget could face up to a \$2-billion abortfall, the top priority for the private colleges is to keep their stu-dent voucher system intect. The program provides non-need-besed subsidies to residents who attend priveta colleges in

Calorea

January 13-mid-Merch

- # \$1.1-billion, e 30-per-cent increese
- The full increase is not likely, but higher aducation is one of Gov. Zeil Miller's top priorities and is essured of special etten-tion during the legislative session. Mr. Miller, e Democret, will ask legislators to motor-vehicle registration to finance 3per-cent pey increases for faculty and steff membere, ea well as other state sm-
 - Higher-aducation officiale ere seeking legislative approval for a state constitutional emendment that would allow the university system to use guerenteed reve nue bonds to finence construction of reve nue-generating facilities, such as dormi
 - torise.
 Governor Miller hea endorsed lagiciation to leave \$140-million in bonds to finence
 - capital improvements for public colleges.

 He elso wents lewmakere to support the creetion of new research programe, to be conducted by e consortium of public end privete universities. In genetics, environ mental technology, and telocommunice

Privete institutions went the lagislature to restore money taken in past cuts to the Georgie Tuition Grent Progrem, e etata

- A supplements request of \$21.7-million, a 6.1-per-cent increase over the 1992-93 budget approved by the Legislature in lest year's essaion.
- Dniy e amail increase le likely, as economlo growth hea slowed down. Gov. John Wal-hee, a Democrat, recommended less than e 1-per-cent increase for the university

The Outlook for Higher Education in 50 State Legislatures continued

January 6-lete-March

- For the four-yeer collages end universi-ties, \$145.2-million, e 6.4-per-cent in-
- craese.

 For the two-year institutions, \$8.77-million, en 8.0-par-cent increasa.
- Collage officiels ebided by guidelines set by Gov. Cecil D. Andrue, a Damocret, who seked them to be especially frugal end to cut spending on such things es euppliae, trevel, and utilities by 3 per ceni. At the requasi of lagislators, thay have also pre-pered a request for a lerger increese. Ide-ho's aconomy le atable, so collega offi-cials expect some incressee this yasr, although probably not as much as they
- Governence may be en lesue, es some lewmekers heve proposed that the state creete sepersta governing boerds for higher education and public schools. Currently, ona board overseas ell education in the atete. Lawmekers mey also consid-er e pien to replace eppointed board mamhers with alected ones.
- Governor Andrue has seld he expects to focus the 1992 sassion on public schools. Thet could result in edditional finencing for colleges that specialize in teacher educetion and counseling.

ILLINOIS

Jenuary 8-Dacembar

- For the Board of Governors of State Collegas end Universities Institutiona, \$268.1-million, a 22.8-par cant in-
- For the Board of Ragente' Inetitutions, \$284.3-miltion, a 17.1-per-cant in-
- crease.

 For the Southern Illinois University eystem, \$284,5 million, a 20.5-per-cant in-
- For the University of Illinois, \$776.7-mil-
- ilon, a 12,7-per-cent incresse.

 For the community colleges, \$258.4-million, an 11.1-per-cent increase.
- Gov. Jim Edgar, e Republicen, hes straady called the requests unrealistic, ac most college officiale would consider themsalves lucky to get small increase. or even to evoid budget cuts. Any increase will probably be used for faculty selarias.
- Public-collega governence will be a hot topic. The Speaker of the House, Micheel Medigen, has created a committee to atudy the affectiveness of higher-aducation governing boards. The interest is prompted in part by the lobbying by some Institutions, particularly Northern Illinois University, for their own governing boards. Lawmskars are expected to consider en
- Lawmskars are expected to consider an early-rathramant incomitive for higher-edu-cation employees, who were excluded from a retirement program in 1991, Legislatore concared about the peucity of medicel earvices in the rural, coutharn
- portion of the state may propose financial incentives to encourage the state's medical schools to establish outpatient clinics

(文) 经支票的第三条件的 医克里氏 电电流电阻 电流流图

The private colleges are looking to the legislature for protection for student-sid progrema, which could fece cuts.

INDIANA

January 6-March 15

= 1992-93 will be the eacond year of a blanniel budget, so there wee no budget re-puset for this session.

- Gov. Evan 8eyh, e Damocret, has pro-posed tagislation to "guerantee" the train-ing of graduates of college technical programs. Under the bill, graduates unable to do entry-level work would be retrained free of charge.
- The Indiene Commission for Higher Edu-The indiene commission for higher Edu-cetion expel it will urge legiclators to elimi-nate the state subeldy that institutions re-ceive for out-of-state students. Currantly, Institutions receive \$2,483 for each new that out-of-state students halp increase

student. The commission eave payment is en incentive for institutions to enroll out-of-stats students. College officiels ergue

The General Assembly has vowed to block double-digit tuition increases at the uni-

- versities versities.

 The reluctance of the Board of Regente to cooperate with the Governor's efficiency committee has prompted recommendations that the budget for the board's ateff be reduced or eliminated. The General Assembly probably will not approve such a drestic step, but the board will be under fire from many students and lawmekers.
- The biggest leave facing private insiltutions le meintaining spending levels for student-eld progrems.
 The private collegae will also fight proposels they fear will subject tham to increased state regulation.

Jenuery 13-April 11

For the four-year institutione, \$429.4-mil-

For the universities, \$502.3-million, e

9.6-per-cant increase.

For the two-year technical and community colleges, \$125.6-million, a 20.7-par-

- lion, e 9.3-per-cent increase.

 For the community colleges \$52.5-million, e 20.3-per-cent increase.

 For Washburn University, e municipally op-
- erated, state-assisted institution, \$8.6-million, a 10.7-per-cent increase.
- **《二世》(1921年)** # The budget le so tight this year that col-The budget le so tight hie year thet col-leges erant i even asking iswamskers for money to complete the Margin of Excel-lance progrem. The program was to have, provided an edditional \$50-million to higher education between 1968 and 1991, but lawmekers gave it only some million. Gov. John Firmy, a Democrat, hes wenned college leeders to expect no increases in that budgets.

Two fectors will probably limit increases this year. Gov. Terry Branstad, a Republican, has projected shortfalls in state revenue and has asked state agencies to submit budgets that reflect a 5-per-cent de-

creees. In addition, e raport by the Governor's committee on government effi-clancy will fuel calls for the reallocation of

axisting support, rather than substential increases in state financing.

- A browhahe over how much control the state Board of Regenta ehould exercise over colleges and universities is likely to reverberate through the Legisleture. The board will present a meater pien for higher aducation to lawmekers, end some ere wary over how much power the pien might
- give the ragents.

 The issue of editional conservation and application of the property of the legislators have steedfastly resisted eucl
- ation that would allow the state's 14 Area Vocational Schools to marge with community collages is expected to be an-ected. The schools ere now supported and operated by local public schoole.
- meintain current appropriations for stu-dent eld.

■ The top goel for private institutione is to

THE CHRONICLE OF HIGHER EDUCATION

Section 2



Oninion: Clarence Thomas and the uses of history B2



The Arts: The legend of King Arthur; furniture B7



End Paper: Illustrations by Winslow Homer B92

Poetry

Mélange **B5**

Letters to the Editor **B4-6**

Bulletin Board B8-91

By Phillip Blackhurst in the last 10 to 15 years of evaluating the creative performance of artist-cducstors on the basis of their commercial success. But institutions' increasing emphasis on such success exacts a damaging price, both for visual artists on feculties and for the students they teach, If colleges and universities want to encourage diverse, creative work, they must minimize the use of commercial standards in evaluating feculty mem-

bers' artistic output. If commercial success is e major criterion for evaluating artist-educetors, their basic motivation for making art can easily become the financial rewerds of the marketplace end the accompanying prestige from the university. Nothing is wrong, of course, with money and success; but when they become ertists' primary motivalion, their work mey suffer. Guided by the marketplacethel is, the public's tasterather than their personel visions, ertists may cease to take the risks necessary for creetive edvances. And students, instead of developing their artistic skills, exploring their own visions, end chnllenging eccepted conventions, mey focus too heevily on learning strategies for commercial success.

Because colleges end universities often view themselves as competing for the best students, the most prestigious faculty members, and corporale end private donalions, an institution's status is enhanced when its feculty membera echieve public suc-

cess. This is why one of the most commonly accepted indicators of success for feculty ertists now is defined as "solo shows in major galleries in major cities," eccording to a questionneire distributed by the College Art Association to studio faculty members in 1990. In other words, creative success is now defined as nublic commercial success.

Traditionally, college arl deperiments heve protected ertists from the potentially demaging pressures of the merkelplece. While it is true that freedom from pressure can result in stagoation, it also allows artists to develop and pursue work that may

which depend on sales for their survival. Although work that is initially unmarketable sometimes finds its way into commercial galleries after it has received recognition elsewhere-for exemple, in juoften takes many years to become commercially solable never reaches the commercial market.

January 8, 1992

Bocause of the emphasis colleges and universities place on commercial success, entists hoping to teach or to continue leeching now seldom cen afford the time necessery to develop work that might not become commercially successful. Instead of nurturing the creation of innovative expression, our educational system inedvertently encouraging expedient, risk-free, selable

ANY OTHER CRITERIA for cvaluation exist besides success within the commercial-gallery system. Shows in museums regional art centers, and college galleries, as well as acceptence of artists' work in regional and netional Juried

Unfortunately, however. who are directors of museums or commercial galleries. At best, these jurors select work that represents attitudes and ideas already

Colleges should not use being shown in commercial galleries; et commercial success as the chief criterion

be eesthetically important but difficult or impossible to sell. Work that is controversiel, unsettling, temporary, unfemillar, large, or in some other way difficult to markel is seldom exhibited in most galleries,

How to Evaluate

Faculty Artists

OPINION

competitions, often indicate artistic merit. even supposedly "non-commercial" museums usually show work that already has become established in commerciel galleries. Few museum directors ere willing to risk their jobs or reputetions by stepping too fer from the commercial mainstreem. In eddition, netional and regional competitions often use jurora

worst, the work reinforces the jurors' commercial or professional self-interest. If colleges and universities were to eliminate recognition by commercial gallerles es a criterion for evaluation end came to view museum shows and juried competitions with skepticism, what methods remain for evaluating the work of faculty artists? Artists' peers working in and outside of academe can serve as more reliable

eveluetors of artistic merit than commer-Continued on Page B3



themselves und enforced their reputation

Viewing the Senate's response to Anitu Hill in light uf these historical precedents suggests that the predominant stereotypes

influencing the outcome of the hearings

were the stereotypes involving black wom

en. Gender-specific racial myths placed

Professor Hill in the tradition of the pro-

miscuous, lascivious black woman, Fur-

thermore, despite Ms. Hill's professional

status, historical stereotypes of black

women, still familiar to most white Ameri-

csns, portray black women as either do-

Each group has been highly mistrusted

easily suspected of either theft or fraud.

Like other working women, domestic

servants who accused their employers of

making sexual advances knew they would

be held responsible and lose their jobs.

These stereotypes of sexually aggressive

undermined the credibility of Anita Hill.

dld not cry out at the time of her assault

and the legal practice of discrediting the

rape victim on the witness stand through

Given these stereotypes, just who was

the "uppity black" being punished in tha

Senate hearings? By going public with her

accusations, Anita Hill challenged the sex-

ual status quo. As a result, it was Anita Hill

who became vulnerable to the symbolic

lynching of the sexual-assault victim who

dares to speak out. Once she did spenk out,

the panoply of black female stereotypes

came into play to discredit her testimony

of her ordeal and to reinforce the existing

ERE THE OEMOCRATIC SENATORS

attacks on her morality.

race/gender hierarchy.

mestic servants or as welfare mothers.

for immorality.



By Estelle B. Freedman

a MOST DISTURAINO phrase to echo In the Senate Caucus Room during the hearings on Clarenca Thomas's nomination to the Supreme Court came not from pornography but from history. When Judge Thomas invoked the specter of lynching to defend himself against Anits Hill's charges of sexual harassment, ha reealled an extremely dark side of our history-the public, extra-legal humiliation. murder, and physical mutilation of Southarn blacks, often in resnonse to accusations of sexual assaults on white women.

Clearly, any ethical citizen (or astute politician) would want to repudi ata this past. Judge Thomas's accusation of "high-tech lynching" thus effectively served to immobilize the liberal Democrats on the Senate Judiciary Committee.

As succeasful as he was ot deflecting attention from the evidence of sexual harassment, his effort to manipulate the history of race and sexuality was, in fact, bad history-simplistic, inaccurote, and incomplete. Sadly, nobody on the committee exposed his flawed metaphor. At one point-oddly enough, during testimony from Judge Thomas's loval female admirers-San, Joseph R. Bldeo weakly tried to elicit an admission that stereotypes also haunted Anita Hill. It is unfortunate that his inquiry remained unexplored, for the Thomas-Hill hearings did, in fact, draw on both race and gender stereotypes. The lynching metaphor was both powerful and apt, but not in the way that Mr. Thomas implied and that the Senata accepted.

Judge Thomas's charges that racial stereatypes and the legacy of lynching pervaded the sexual-harassment hearings con-tained soma elements of truth. Black men have been especially vulnarable to folse

accusations of sexual assault. As Judge Thomas knew, and as historisns such as Winthrop Jordan and W. J. Cash have argued. American racial stereotypes have traditionally projected animalistic sexual desires onto black men. Especially in the aftermath of slavery. Southern whites menipulated fears of black male sexual desire for white women to justify a system of racial subordination that included Jim Crow segregation, Between 1890 and 1920, an average of more than 100 lynchings annual ly helped enforca whita supremacy in the

Moreover, as the journalist Ida B. Wells

watch and to hear the "obscene" enter legitimate political discourse.

As Sen. Orrin Hatch repeated, in a kind of incantation, every graphic sexual fantasy or phrase attributed to Clarenca Thomas, Americans listened eagerly. Many condemned the travesty of this public sexual disclosure, but they listened inteatly, nonetheless. Like the folk pornography that surrounded lynching, the Thomas-Hill hearings momentarily suspended cultural taboos against sexually explicit languaga, but the condemnatory atmosphere of the hearings simultaneously reinforced those very taboos, Because Anita Hill testified.

The Manipulation of History at the Ciarence Thomas Hearings

documented in her turn-of-the-century exposés, most lynchiags did, in fact, target "uppity blacks," as Judge Thomas claimed. Trumped-up charges of sexual assault on white women justified vigilante action against blacks who posed an economic or political threat to white suprema-

Another historical parallel, one not invoked by Mr. Thomas, struck me as I watched the American public transfixed by the televised hearings. This parallel stemmed from the fact that lynching provided the Southern populace with what the historian Jacquelyn Dowd Hall has Isbeled a form of "folk pomography." Just ss crowda of Southern white men, women, and children once gathered to gawk at the black bodies dangling from trees and once spread lurld tales of unprintable saxual crimes, so the modern Amarican public ed to find irresistible the chance to words spoken in public, at once engrossing

SPITA THESE PARALLELS to the Southern rape-lynching syndrome, the Thomas metaphor evoked an incomplete sense of history. Real lynchings served to enforce a racial hierarchy precisely because the alleged victim of assault was a white woman. To the best of my knowledge, no black man was ever lyoched for assaulting o black woman. White men historically did not give a damn about the honor or purity of black women: aor, I would argue, given the outcome of the hearings, do those in the U.S. Senate today. This distinction in the race of the sexual victim raises a further problem with Judge Thomas's use of the lynching metaphor. Racial vulnerability la, in fact, mutual to black womeo and men. Although the majority of the victims of lynchin were black men, some Southern black women were lynched, particularly if they reported being sexually assaulted by white

Two historical cases illustrata the impl cations of this distinction. In 1918, a white Mississippi dentist sexually assaulted two teen-age black girls, one of whom became pregnant. The brothers of these girls visited the dentist, who died several days ister In response, a white mob lynched not only the two black men but also the two black women who itad been victims of rape. Simllarly, in Oklahoma, whites lynched &

black women because her brother had killed the white man who had raped her. Thus, if a black woman charged rape and named her sesallant, she endangered the live of black male kin who might seek revenge, and she herself became vulnerable to lynching. Lynching, then, helped maintain both racial and gender hierarchiea in the South.

Exaggerated fears of black lust for white women created a myth of white female valnerability that helped enforce white women's dependence on white men. At the same time, the lynching of black womenby enforcing allence about their own en in general rapes-helped reinforce a myth of the sexually available black woman. During slavery, white owners had assumed sexual access to black women. After emancipat that access continued through the stereotype that all black women were sexually promiscuous. As the historian Gerda Ler ner has explained, "The myth of the black rapist of white women is the twin of the myth of the bad black woman." At the turn of the century, black women's clubs mot broke the silence lized against lynching not only because they wanted to protect black men, but also because lynching terrorized black women

simply ignorant of history and inept in their inability to pick apart the lynching metaphor, thus allowing it to carry so much emotional and political

weight in favor of Judge Thomas? I don't think so. Rather, I think they were incapable of rejecting Clarence Thomas because they could not recognize or destroy their own deeply held beliefs about race, ger der, and sexuality. Protecting a black man came more naturally to them than protecting a black woman. However appalled they

might have been by the history of lynchiog, When the Senators heard "black," they saw only "male" in the historical metaphor. Anita Hill is both black and female. and she suffered from the stereotypes asacciated with black women and with wom-The white male Senate thus failed to grasp much more than the pervasiveness of

sexual harassment; it also missed the historical pattern in which race and gender discrimination operate simultaneously for black women, making them vulnerable not only to aexual assault but also to disbelief and allencing. Anita Hill bore striking witness to this dual vulnerability. She paid the price of disbelief, but most important, she

Estelle B. Freedman is a professor of history at Stanford University.

It's Wrong to Evaluate Faculty Artists by Their Commercial Success

ter the teaching profession is their need for

a job that providea a reliable income. Many

bccome good teachers and continue to de-

velop and grow as artists. But attempting

to become an artist-teacher within our

cial-gallery owners, collecturs, museum directors, art critics, and art historians.

Artists more fully understand the process of making art and the aesthetic and philosophical gap that often exists between making ort and marketing it. They are less likely to believe that work that sells is aesthetically superior to that which does

Traditionally, faculty artists have had primary responsibility for evaluating the crestive work of their colleagues for hiring, tenure, and promation. Although evaluations by artists and other qualified individuals outside of the department usually have been solicited and considered valuable, the most important and influentisl judgments have been those of art-departand dishonest black women may well have ment colleagues

This system of peer evaluation has be-In addition, gender-specific, non-racial gun to break down, however, because tenstereotypes pervaded the hearings, casting ured faculty artists are being excluded doubts on Anita Hill: Witness the speculafrom or are choosing not to participate in tian about Ms. Hill as s woman scorned or decision making that affects their colleagues. Administrators are beginning to ss someone who had fantasized her sexual desirability. Witness the concern about the turn to outside "experts," who may ar fsise accusations that can end a man's enmay not be artists, as the primary evaluatire career. Because acknowledging being tors of faculty artista, partly-and ironically-because of faculty artists' own growraped has long entailed the loss of a woman's honor, the stereotype of being a false ing commercialism and consequent lack of sccuser has allenced women victims for interest in influencing decisions in their decenturies. Add to these stereotypes the alltoo-real. Anglo-American legal heritage Tenured faculty members often realize that has denied justice to a rape victim who

that financial gain and prestige, both inside and outside their institutions, come almost exclusively from success in the commercial art world: too many of them devote the major portion of their non-teaching time to making art that brings rewards. They see departmental activities such as writing committee reports and attending meetings as n waste of time. They usually perform an adequata level of "service" before receiving tenure because they realize their Jobs dapend on it; but aftar receiving tenure, their commitment quickly fades.

An unfortunate result of tenured faculty mambers' lack of commitment to their departments and their colleagues is that decisions about policies, such as those relating to the evaluation of creative work, are left increasingly to individuals or groups, inside and outside the institution, who may be ignorant of the needs of artist educators or even hostile and unsympathetic. Thus tenured faculty members have fosteredby intent or indifference-unreasonable and unrealistic evaluation standards for hiring new faculty members and for grant-

T IS TRAPTING to view the usa of outside evaluators as being psrallel to the use of "referees" in the sciences to determine the merit of scientific research submitted for publication. Art is not science, however; there is nothing comp ble to the "scientific method" that can be used to evaluate art. Art is entwined with rapidly changing opinions and beliefs that reflect artists' regional, religious, ethnic, political, and aesthetic values.

The evaluation of artist-educators requires the involvement of tenured art-faculty members in all phases of the process. Faculty artists have a responsibility to remain octively involved in policy making in their departments and schools; their commercial interests should be accordary. Although the use of outside evaluators should be an option for faculty artists who believe that it will help insure impartial treatment, it should not become a mandatory part of the evaluation process.

The most common reason that artists en

to sacrifice too much. The growing pressure for faculty members to have produced commercially successful art before being hired, promoted, or granted tenure threatens to exclude, drive out, or coerce into artistic submission too many inventive and interesting artists.

OLLEGE ART DEPARTMENTS, despite the often-heard rhetoric extolling the virtues of diversity and creative riak, are rapidly becoming the farm teams for the commercial-gallery system. The forces that have made college athletic teams the minor leagues for the pros have crented a model that many art departments and schools are em-

ulating.
If this situation does not change soon, and if highly motivoted and talented young artists are denied foculty jobs or fail tu win tenure, we face this irony: Some of the more resolute muy find grenter freedom for creativity outside the "protective" walls of an education system now dominated by the most commercial aspects of the art

Phillip Blacklurst is associate professor of art at the University of Kansas.

Scott Wonders if His Daughter Will Understand Tragedy if He Kills Rock and Roll

"Indignation is the soul's defense against the wound of doubt"—Allan Bloom

Two bottles of wine to reach this conclusion; now that he's sixty, one thing he regrets is never buying an M16 while they were legal and going into the record department at Woolworth's or K-Mart or maybe even a whole store devoted to those insidious rhythms. He imagines firing a couple of rounds into the stacked LPs. sending black shards everywhere. "My daughter," he says, "I can't count the nights I heard her screeching along with those idiot refrains . . . Inna Gadda Da Vidu . . . Inna-Gadda-Da-Vida baby . . . It was like an exorcism going on up there." That's why her life is a shambles, he explains, her never passing so much as English 101at community college, for God's sake. He teaches at the university, for thirty years a course on Tragedy. He's reod Oedipus Rex every semester all these years and at the end of each he's still breaking down in tears, unable to define the nature of human suffering, And the students, bobbing their heads in sympathy . . . they're complete strangers, while his own daughter is off somewhere drawing her astrological chart, her Scorpio always rising. And lonight he realizes that if he'd had the courage, he might have saved her. Verdi, Bizet . . . they'd probably fall by the wayside too, his submachine gun unable to spare his beloved operas. And suddenly that makes him sad, to think of the gypsy Carmen lying dead in the shop aisles, the final chorus of "Love is a rebellious bird . . . welling up like blood while Don José cries: Arrest me . . . I killed her . . . Carmen! My adored Carmen!

LUCIA MARIA PRRILLO istant Professor of Creative Writing on Illinois University at Carbondale



Revisionism and the Awful Reality of the Holocaust

With regard to your article, "How Should Scholars Respond to Assertions That the Holocaust Never Happened?" (December 11), your read ers should have the opportunity to see the full text of the resolution udopted by the Council of the American Historical Association:

"As we approach the fiftieth anniversary of the downfoll of the Nazi regime in 1995, the American Hisorieal Association calls attention to the need to initiate plans now to en courage study of the significance of the Holocaust. To that end, the ussointion will make ovsilable the names of experts on the history of the event." Far from refusing to speak out, the council specifically refers to the reality of that terrible event, calls attention to the need to take timely action, and puts the resources of the association at the disposal of citizens who want to learn more obout it from trained historians. There is not u single member of the profession who denies the owful reality of the Holocaust, and anyone who does deny i puts both his sanity and his motivation in question.

tion in question.

William E, Leuchtenouro
President of the American
Historical Association
Professor of History
University of North Carolina at Chapel Hilli

TO THE EQITOR:

The ultimate sin against the Jewish people is presented by the Holocaust revisionists, who would create a climate of "questioning" as to whether or not the Holocoust ever happened. There should not be any discussion. There should not be any forum. There should not be ony debete. This is not a case of academic freedom and certainly is not a case of Pree Speech, Your article on Novembe 27 concerning the placement of a revisionist ad in college newspapers ("Newspaper Ad Cleiming Holocaust Never Occurred Provokes an Emotional Debote on Several Campuses") and your most recent report In your December II Isaue have created a focus on a question that should the words "Congress shall make no cise their responsibilities as historinever have been asked. For those Jews and non-Jews who have visited grant but rather a prohibition against

no questions, only tears.

ALAN H. FRANK
Associate Professor of Communication
Carry College
Milton, Mass.

TO THE EGITOR:

As a member of the American Historical Association I was disturbed to read that AHA "declined to affirm explicitly that the Holocsust occurred in its statement on the Halocaust. though it is difficult to understand AHA's smarent foilure to take a stand, it could well be that the organization regards such an affirmation ry. As the Duke University History Department declared in its nd, there is no debate among historions about the octuality of the Holscaust. The evidence cannot be denicd by any reasonable person. To affirm that it occurred might suggest that its existence is a matter of schalarly debate. Rossor Entenmann

TO THE EDITOR:

The willingness of the Organization of American Historiana to publish in its newsletter a call for papers by the Institute for Historical Review is, at the very least, disappointing, Arnita Jones, executive secretary of the OAH, obligingly highlighted her own executive board's fear of making a decision by declaring that the the has "nothing to do with scholarship." An organization that so readily surrendera its professional and ethical responsibilities and that so fundamentally misunderstands the First Amendment coms no respect

nor can it maintain credibility. The OAH Executive Board appears to be under the estonishing misap hension that the tha's right to free speech-which I do not question-imposes on the OAH an obligation to roylde a forum for that speech. The Pirst Amendment says nothing of the sort. It protects speech against govemment abridgment and begins with law " tt is not an affirmative

Vivian S. Hissor

IF THEY REALLY THOUGHT I WAS A DISTINGUISHED

PROFESSOR, THEY'D LET

ME HAVE THE LAST PARKING PLACE.

That fallure is even more notoworthy in light of the OAH's post experience with the IHR. In the mid-1980's. the OAH sold its mailing list to the IHR. One would have thought that the volume of mall and outcry within the memborship generated by that action ought, at the very least, to hove impted the board to explain its oc-

If the the call for papera is published, there is no possible principled stand the OAH can make in refusing a request from any group whatsoever.

government action. The notion that the amendment implicitly enjoins any one or any group to provide a

Mary Frances Berry, s former president of the OAH, professor of history at the University of Pennsylania, and also a member of the OAH Executive Board, asserts that be cause the OAH has no policy about excluding advertisements, the organization must occept everything it receives. The abdication of profes al responsibility evinced by such a statement is astonishing. Ms. Berry's analogizing the issue to campus esdes outlawing "hate speech" dem onstrates her fundamental misunderstanding of the issue. A superficia similarity hardly makes for a useful analogy: A college campus is not a mal newsletter, Regardless professional newsletter. Regardless of one's opinion about campus codes, the two forums are in no way

Freedom of speech is just that— the right to be free from government nterference. Individuals remain free to discriminate because that, too, is an exercise of free speech. We are free to decide with whom we will associste and what we will do in private partnerships or associations. The idea that becouse the that's speech is projected from government abridgment, the tHR is therefore entitled use whatever forum it wishes is sim-

As much as their misinterpretation of the First Amendment surprise me. I am alarmed by the refusal of the OAH Executive Board to enforce the principled behavior that I had expected and believed the oatt-us a professional presnizotlon-repre-

William Louchtenburg, president of the American Historical Associotion, is quoted in Ms. Winkler's article as believing that "n professional association ought not to get into the association ough not to get must re-business of certifying what is and is not history." Although I agree that neither the AHA nor the OAH should "certify" history, Leuchtenburg ignores the issue. These organiza cannot and must not refusa to exerans. History as a profession and a craft ultimately slands or falls on the integrity and their practices. Bias, prejudgment, and influence may be, at some basic level, inevitable. That is why the profession is properly so

sensitive to charges involving those I cannot understand the OAH's decision to publish IHR'a call for papers without exomining whether its prac-tices conform to the standards of ethles, integrity, and responsibility ex-pected of the profession as a whole. Of course, for all that oppeared in the newsletter, that may hove occurred.
The boord's refusal to offer even a brief explanation of its octions is re-

TENTATIVE TELL AND



STUMPED BY THE MARTORIE SHILLELAGH VARIETY

A professional arganization that stretches the First Amendment beyoud recognition to preserve non-ex-istent rights and refuses to enforce professional and ethical standards is not worthy of support

Politicization in literature courses

To THE EDITOR: In her letter t"The MI A's Survey of English-Literature Courses," Letters to the Editor, December 18/ the Executive Director of the Modern Longuage Associution, Phyllis Franklin, hos avoided the main cuntention of my critique, "The Modern



Language Association Is Misleading the Public" (Opinion, November 27). By selectively releasing only part of its survey results, I charged, the MLA conveyed to the nublic that the teaching of literature has not been pulitically radicalized so much as traditionalists in "the debates about the college curriculum" have claimed. In contrast, I asserted, in newsletter communications to its members the MLA openly espouses "innovotion" (i.e., the politicization of literature) My contention was substantiated o few days later when on MLA newsletter oppeared providing members with further breakdowns of the survey showing the teaching preferences of younger professors. As I had surmised when noting the glaring omlasion of these breakdowns, they revealed far more politicization of literature teaching than Phyllis franklin will ever concede in public.

My observations, though, accurd-ing to Professora Bérubé and Dasenbrock, are "incoherent," "wcarisome diatribe," displaying "intellec-tual incompetence," "shameful and irrelevant" ond "paranoid fantasy." I thank them for adding to the record of vituperation and personal insult

resorted to by the left profes whenever it comes under colis

DAVIO GIRDON TIAA-CREF clorifies policy on South Africa To use Ennor:

In recent urticles about Souhib ca I"HAN and Call Relax Stars South Africa," December It is "A Few Universities Quietly viewing Divestment Policies," cember 18), The Chron terpreted the Teachers leaner und Annuity Association's 20/5 Cullege Retirement Equites fat

new partition by stating that on it ees have vuted to "stop sha from lilling resolutions" unligh cos por ate withdrawal from Sus rica. Such a position would be sumptions and beyond our co in fact, our trustees voted to pose a moratorium on shanking resolutions that TIAA-CREF INC been filing with portfolio corps calling for their withdrawd. The tion represents no dimi TIAA-CREF's lung-held opposite

artheld. Rather, it ackn

that some positive changes at a

place in South Africa but w

human rights gains for the sain population must continue. In the meantime, TIAA-CHES U.S. corporations to take see upproach toward any ex with South Africa, and it re right to reinstate shareh tions if a tack of progress in on ing apartheid warrants such with

Concerns met in bill on overseas study

TO THE EDITOR: Regarding the article Cop Approves Program to Sup seas Study" (December 4), ing to clarify my com

The comments were had seen the final version of tional Security

OPINION

OPINION

PROFESSOR

Program Participants, addresses the sensitive issues which were our con-

This modification makes it clear that no person who receives a scholarship or a fellowship under this program shall be used to carry out any activity on the part of any element of the U.S. government involved in in-telligence activities. In addition, it makes it clear to foreign govern-ments and organizations which host U.S. citizens receiving assistance under this program that the individual recipients may not be used for any activity on behalf of any intelligence agency of the U.S. government during the period that assis-(rape).

We applaud the committees' conferees for responding to our concern this act and congratulate Sen. David ing this international-education trust fund, the lorgest new higher-educa-tion initiative of its kind since JACK EGLE

JACK EGLE
President and Executive Director
Council on International
Educational Exchange
New York City

Finding the truth abont date rape



TO THE EGITOR: While I agree with Andreo Lauer that "education clearly is the most effective solution" to the problem of acquaintonce race. I must take issue with the cose that she constructs ("Coping With the Growing Problem of Rape on Compuses," Opinion, November 20). As olmost anyune who's agen Kurosowa's "Rasho mon" will acknowledge, the "truth" of any incident depends to a great extent on the perspective of its norra-

lo short, Lauer accepted unhesitatingly that one of her male "friends" had committed dotc rape, colely on the basis of a female acquaimance's allegations. The process by which Laner reached her opinion—made her judgment—thus de-med to the alleged perpetrator the right to tell his side of the story, to render his perception of what oc-

Make no mistake: tt's quite possible that Lauer's female acquaintance was roped; in the absence of her male friend's account of what happened however, don't we at leost have to consider the possibility that the al leged victim's story isn't the whole otory?

As Lauer points out, "The change as not in him, but in my perception of him." But if we toke her account at value, her perception of him seems to hove changed merely as the result of unsubstantiated allegotions and a heightened aensitivity to the saue. Her Inobility or unwillingoess

to confront him about those allows tions suggests that she may suspect simple as her female acquaintance

the fine line between seduction and nipe. Human sexuality is never as would have it; the solution to the problem of date rupe. in my opiniun. is not to retreat into comfortable sterists. . . . We need instead to sensitize en—to the differences, sometimes stark, sometimes subtle, between sex as an expression of intimacy (love) and an expression of power

CHARLES BAYAN

Military scholarships flonrish in Georgia

The article on the establishment in Oregon of a National Guard officertraining program ("Oregon Nations) Guard Works With 2 Colleges to Provide Officer Training," November 27/ was of great interest to those of its Involved in ROTC, but the program in first ut any college or university.

Since 1981, North Georgis College and the state legislature of Georgin and the state legislature of Georgia hove sponsored the Georgia Military Scholarship program, which has sa its primary function the education and training of officers for the Geore Army National Guard.

Each year, 30 young Georgians are selected on a competitive basis for the scholarship. . . . 'fhe program

Lauer might begin by considering

Another administrative attemm to curb the athletic budge

has been expanded twice since its in-

ception. Selection criteria involve academic performance; recommendations; personal interviews before college, National Ouard, and state financial aid officials; geographic distribution; and diversity among the aword win

While in school, recipients mus msintsin high scholastic and citizenship standards, and serve as enlisted members of state National Guard units. Upon graduation and commis sioning, the new second lieutenant obligated to four years of service as sn Army National Guard officer, unicss released from the obligation by the National Guard to serve in the regular Army.

The scholarship pays tuition, room, board, and fees; other necessary costs of attendance such as tional Guard pay, The combined val-ue of the scholarship over four years

enn exceed \$30,000. President North Georgia College Dahlonega, Ga.

The public image of higher education TO THE EDITOR:

ademic Leaders Predict Major cession's Wake" (November 20) on

gues that weakened public image is one factor preventing culleges and budgets. Jacobson is not olone in stressing the public-imag of higher education. The American Association for Higher Education chose "Reclaiming the Public Trust os its theme for an upcoming conven-

However, evidence was not not sented for the position that higher ed-ucotion suffers from weakened public image or that public trust was lost.
Some indirect evidence comes from a ecent survey that found 73 per cent of the public thought it was very important to get o college degree, an all-time record I"More Americans Say

Continued on Following Page

MÉLANGE

A 'Fluid, Uncertain, Metamorphic' View of the World; the Barriers to Enjoying Rap Music; Political Precepts Tied to Personal Identity

OUR LIVES tench us who we are." I have learned the land way that when you permit unyone else's description uf reality to supplent your own-and such descriptions have been roining down on me, from security edvisers, governments, journellsts. Archbishons, friends, enemies, muliahs-then you might as well be dead. Obviously, a rigid, blinkered, absolutist world view is the ensiest to keep hold of. whereas the fluid, uncertain, metomorphic picture I've always corried about is rother more vulnerable. Yet I must cling with all my might to my own soui; must hold on to its mischievous, Iconoclastic, out-of-step clown instincts, no motter how greet the storm. And if that plunges me into contradiction and paradox, so be it; I've lived in that messy oceun all my life. I've fished in it for my art. This turbulent sea was the seo

is the sea by which I was born, and which I "Free speech is a non-starter," says one of my Islamic extremist opponents. No, sir, it is not. Free speech is the whole thing, the whole ball game. Free speech is life itself.

outside my bedroom window in Bombay.

-Salman Rushdie, writer. at Columbia University's Graduate School of Journolis

THERE ARE TWO BARRIERS & middleaged person has to get over to enjoy rap music, It's dumb, and it sounds ugly, I absolutely concede the subjective power of the two barriers. Tu an intelligent forty-yearuld, rap initially is dumb and does sound poly. On the other side of the berriers. make some large claims for rap:

1. While most First-World poetry has retreated to the academy, rap is a grassroots pnetic movement, massively popular, with sporadic moments of the hest popular poetry since Dylon.

2. Rap is the first truly postmodern popular art, integrnting new technology with

3. Beyond even previous pop musics, rng brings teen-age male folk culture-especial-African-American sources-out for pub lic examination. It's hard for a middle-aged person to hear what teens are saving, and hard for a member of the majority culture to hear minority views, especially on the emotional channel. Rap is e great opportunity.

7. Rap is multicultural and politically incorrect at the same time, thus generating political controversies that get us out of the -Mark Zanger, writer, in the December 1991 Issue

of Boston Review

WHAT HAS EVOLVED TODAY ON OUR compuses is a set of political precents that have become tied Inextricably to personol identity. They do not function as argu ments; they are systead offirmations of char-

Embracing guilt, whether for environ

mental damage or the historical denial of minority rights, seems suspiciously similar to the doctrine of "original sin." Perhaps rise of secularism in modern society lins left a major vacuum in the lives of muny. Could it be that political positious provide a moral affirmation that religion no longer can? In the Colvinist tradition, worldly success was an Indicator of personal salvation, "Political correctness" seems for many to be the modern equivalent of such vulidation-if not for the next life, at least of one's virtue and character in this one. . .

All of this may help to explain the stilted character of many orguments I hear in the classroom today.

These arguments are not intended to convince; they are offered as expressions of aclidarity with the previously converted. In fact, the political positions of many of todoy's students seem to be nestled safely beyond argument, in the inner reaches of iden-

tity and self-image. While this may be a comforting psychological response to an age of complexity and ambiguity, it is a disastrous style of discourse for the world of education. Wherever our moral uncertainties, colleges and universities simply cannot function as surrogate religious institutions. Their purpose is to relentlessly chollenge beliefs, not tu confirm the correctness of personal values or character. -Paul Schulman, professor

af government at Mills Callege, In the current issue of Liberal Education

Letters to the Editor

Continued From Preceding Page Degrees Offer Key to a Better Life." October 161. More people view higher education as a necessity, continuing a pattern found for

years. With 73 per cent of the population viewing colleges and universities as a stepping stone for a good job, the public image and public trust of higher education may be higher than the Jacobson article suggests

MARK FENSTER
Assistant Adjunct Professor
of Urban Planning
University of Wisconsin-Milwaukee

То тик Епитоа:

Here is another "irate" letter from an incensed professor whose area of expertise has been trud upon by one of your Page 1, Crisis-of-the-Month

On Page A36, there are two pnrngraphs attributed to Robin Jenkins of the National Association of College and University Business Officers. She claims that cumpus administrators have been led (by whom? herself, for example?) to a "growing ac-ceptance of corporate techniques like . . . 'total quality munugement' to increase the efficiency and productivity of employees.

I sincerely hope that Ms. Jenkins knows better and that the author of the plece simply didn't understand what TOM is, TOM is a business philosophy, a wny of running an opera-tion that is adopted because it is a good idea, not to increase productivi-ty. It is true that must firms that adopt TOM experience a small gain in productivity; that is a by-product and not the motivation

tn my own study, tenching, and consulting work in the quality arena. whenever productivity gains are the driving force, TOM is a flat failure! When the TOM philosophy is adopted by a firm, amuli increases in productivity are the natural outcome of having focused on their customers, having paid attention to detail in the work place, and educating and "empowering" their workers. The major increases come in market shure and

tivity that Ms. Jenkins may have in mind could be something like degrees awarded per dollar spent on faculty. and learned better, some productivi-

ly gains would follow. For instance, political uct by the way it was filed. there would almost certainty be few. Centuinly, if someone wants a picture or D and I grades and fewer students moved because students are saying reneuting courses; thus some sec- dumb things about it, she for he) can tions of same courses would be unnecessury. But then, in theory, the word would spread in the high schools that "this place is a good plied widely enough, would result in place to attend college," ond more students would enroll, producing a other sexually related material in the need for more (excellent) faculty, not classroom. Read further from the for-

state inpropriations do not cover makes female teachers and students casts. Where, then, is the gain for the financially strapped college? If pro-ductivity increases are the driving subject matter." force, I suggest elimination of all D Moving (rather than removing) the and F grades by administrative flat. Also, increase class sizes to room capacity where possible te.g., in fresh- is the real issue. nun math, English, speech, physical education courses, etc.), Bingo! All students graduate in faur years, no one ever repeats a course, and fucili ty use is muximized. Then insist that students deelare a major when they start classes on the first day of their for gender relations thange malors. The control of the gender relations change majors, This will eliminate To THE EDITOR: tots of "frivolous" course taking. Carol Berkin's and mare sections of mare courses

Quality—quality in education— should be embraced simply because it is a good idea. To adant the methincrease "efficiency" will simost always result in degradation of quality.

ys result in degradation of specific ROBERT LACHES Professor of Muthematics and Statistics South Dakota State University Brockings, S.D.

Moving the Gova unde is censorship

TO THE EDITOR:

Your story on the Goys nude ("Challenges to natworks mise ques-tions of censorship," November 27) omita some significant points.
In the first place, the faculty mem-

ber's complaint was sexual harass-ment. The wording of the formal complaint, via the Llaison Committee of the Women's Cammission at were not the central issue: "Female to a class with a picture of a female nude on the wall behind them" (as

quoted in the AP story on this hap-

Second, the complaint was made:

mal complaint (again via the AP): And the essential point of the en-tire article is that student fees and chilly classroam environment which

> censorship, not sexual harassment, ARCHIE LOSS Professor of English

Sharing responsibility

Carol Berkin's "Point of View" (" 'Dangerous Courtesies' Assault Women's History," December 11) is based upon one of the prevalent con-



tradictions of our era. Feminist social scientists have taught us that warmen the Penn State cumpus in question, have been—and are currently—makes it clear that student comments much more powerful than the mainfaculty find it difficult to uppear gests, that our culture is built an n professional when forced to lecture foundation of gender contracts which

"Are we tulking basic citation, obstract, or full text?"

is based upon "masculine para-

the economic and political power brokers. No doubt a disproportionare number of these power brokers have been male. According to feminist theory, women must share in the responsibility for our tendency to reire this function of the "preferred males," We have created this phenamenon together, and will effec-tively change it only when we own the shared responsibility, rather than falling prey to the argument that women's situations are due only to the actions of men. Further, our literstore is currently extending similar "dangerous courtesics" to men: I.c., unemployed or underemployed post-industrial workers, homeless veterans, and excess mules being ware-housed in correctional facilities. It appears to me that our next step in aligning history with reality should involve men and women noting to create greater understanding of both genders. Can we do so without blame

JAMES A. KRUSE Bakersfield, Cal.

The essence of rock 'n' roll

То тне Вогток:

and shame?

The claims of David R. Shumway regarding the interpretation of the music and lyrics of rock-and-roll compositions and what comprises the primary elements of rock-androll ("Not simply music, rock-androll is seen as a 'cultural practice.' ' Research Notes, December (1) do not account for the distinct differ It is unfair to make broad categorizations of how all individuals interpret

or respond to a composition.

When I read the lyrics to "Jungleland" by Bruce Springsteen, "The Pretender" by Jackson Browne, or Small Town" by John Mellencamp, I have vivid imagery and emotions that the lyrics create within me. Likewise, when t read poetry such as "The Gift Outright" by Robert Frost, "The Raven" by Edgar Allan Poe, or "Paul Revere's Ride" by Henry Wadsworth Longfellow, vivid imagery and emotions are stirred

Rock-and-roll is certainly enhanced by concerts, dances, and fes-

for ment. Yet, she insists that histori- tivals as demonstrated by the demand of society for various rockand-roll entertainment. To state that the music and lyrics are not the prien back into the role of passive vice many elements of rock-and-roll is an error. Ask any fun of rock-und-roll Our "histories" have chronically and it is the music (beot) of rock-and roll that captures their interest and men and women, focusing rather on their money, Ask anyone who detests rock-and-roll (nry father for example!) and it is also the music (beat)

Cables

I am delighted to see scholarly work being done in this area by an Individual such as Mr. Shumway.

JAMES R. BUCKLEY
Program Coordinator
of Campus Activities and Programs
University of Nebraska at Lincoln, Neb.

finding anthology errors

thology of American Literature, Third Edition ("Author's query: Norton anthology typos," Letters to the Editor, December 11). With each new printing we correct the errors brought to our attention by instructors teaching with the authologies; inevitably, teachers and students find mistakes that slipped past sever al pairs of eyes proofing in-house. Now, with the sixth printing agar a hand, Professor Abrams's research gives me the chance to flush ou those remaining. I would welcome copies of responses to Professo the sixth printing will make his list of

> JULIA A. REIOHEAO W. W. Norion & Company New York City

The large volume of letters to the editor of The Chronicle prompts this suggestion: Limit the length, where pos-sible, to 500 words. In the competition for space, short letters must sometimes be given preference. Letters may be coodensed.

Send them to: Letters to the Editor, The Chronicle of Higher Education, 1255 23rd reet, N.W., Washington 20037. Please include a daytime telephone number.

THE ARTS

Students Mount Exhibit in Japan; the Architect as Furniture Maker

By Zoë Ingails

THEN KERRIE L. AELLISAAIO, a senior at the Maryland Institute College of Art, met lananese art students on a trin to Janan last year, language was a barrier at first. But the students developed a way to communicate by drawing "little pictographs" on napkins in the bars where they'd meet.

The drawing on rmpkins could be a metaphor for what brought Ms. Bellisario to Japan in the first place-using art to break down cultural barriers. She and three of her classmates at the Maryland Institute spent over a year organizing and raising money for an exhibition of art by students from seven countries that will open in Hiroshima. Japan, pext week.

The exhibition is entitled "The Bridge," because Ms. Bellasario and the other organizers were interested, in her words, in bridging "the gap of international understanding." Ms. Bellasario is the spokeswoman for the group, which also includes Kurt Brugel and Jose Cabrera, both seniors, and Masayuki Pulino, who graduated in June and is leading the group's efforts from his home in Japaa.

The four became friends while working on a Japanese sculpture project at the institute last fall. They traveled to Japan last January and again in August to raise money for the exhibition

Eventually, the students succeeded in attracting three Japanexe corporate sponsors who have contributed a total of about \$50,000 toward the project. They hope to raise an additional \$10,000 from American sponsors.

In addition to mounting the exhibition, the money raised

will pay for 11 student artists to attend the show's opening and to participate in a 10-day forum that will include workshops, a lecture, and the creation of a collaborative mural at the exhibition site-the lobby of the Chuoko Power Company, one of the sponsors. The exhibition Itself comprises 61 works selected by a jury from 584 works submil-

The idea of "The Bridge" has been embraced by the city of Hiroshima, whose mayor now sits on the board of directors of the project, "The atmosphere and environment in the city were really right," says Ms. Bellisarlo. "They were looking for a gimmick to put more emphasis on youth and promise for the future—things that emphasized peace more than devastation. And they were inspired, maybe, by the fact that we were students, and we wanted to do this, and we didn't give up."

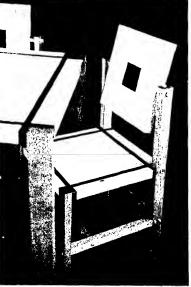
AMES C. POSTELL, an architect turned furniture maker, is fascinated by proportional systems. Many are esoteric—the ad quadratum system, for example, and another system based on the Fibonacci number series-and too complicated to explain in a short space, though he delights in doing so in an interview over the telephone.

In his furniture, examples of which are now on display at the University of Cincinnati, proportion often becomes "a theme or guiding rule to how I make a joint or the whole."

The result is barmonious—and sometimes quirky.

A maple dioing table with four chairs is a good example. Small, square ebony inlays in the chair backs are made firectly proportional to the larger squares of the maple backs, Viewed in cross-section on his plan, the four legs of the table-made of cherry-appear as squares or rectangles of slightly different sizes that relate proportionally to one another, to the chairs, and to the table as a

Mr. Postell, an architect and an assistant professor of ioterior design at Cincinnati, is quick to point out that exploring proportion is only a means to an end. His primary consideration is what he calls "human interaction:



Architect-turned-furniture-maker James C. Posteii made the tubie and chairs above with three kinds of wood-mapie, cherry, and ebony.

> How do you use it? How does it work? How high is it? Is it comfortable?

"If something is for a child, I would like it to be sized so it's not overwhelming," Mr. Postell continues. "If it's for a 5-fool-2, 105-pound person, I wouldn't like it designed for a 6-foot-2, 250-pound person."

"Human interaction is the single most important quality which indicates the success or failure of each design," he says.

After that first step is resolved there are a lot of other issues, and I won't be happy with a piece till I have resolved them." Those include a "sense of refinement and simplicity" in the shape, attention to details, and craftsmanship.

"I usually put around 10 coats of tung oil on each piece," he says, Between coats, he sands the wood with sheets of black sundpaper soaked in mineral spirits, then rubs in a thin layer of the oil with a soft cloth. ("I've found diapers are the best, really."1

"By the 10th time, He wood is very smooth and not loo plastie-y—it wants to be touched."

Mr. Postell points to a handful of designers who have influenced his work, all architects: Frank Lloyd Wright, Carlo Scarpa, and the California architects, C. S. and H. M. Greene, He save he likes their use of materials, their reverence for detail, and, natorally, their sense of proportion. "They've always made something more than just the pragmatic. They made it pragmatic and made

"That's the thing to me about furniture. You can make something people use, like a chair or a table, by hand, with care, and have people louch it and go, 'Oooh, that feels so nice'-Ihat's happiness for

The exhibition of Mr. Postell's work, "Making Furniture: For a New Domestle Landscape," Is on display at the University of Cincinnati's College of Design, Architeeture, Art, and Planning through January 24.



that explores the universal appeal of the legend of King Arthur is on display at the New York Public Library through February 22. Above left, "Merilin,"

created by Aubrey Beardsley for a 1927 edition of Sir Thomas Malory's Le Morte d'Arthur, and above right,"Sir Mordred" by Dan Beard for Mark Twain's A Connecticut Yankee in King Arthur's Court.



". . . And this is the look he gets when he shifts gears from teaching sophomores

BULLETIN BOARD: Positions available

DEPARTMENTAL CHAIRPERSONS

Faculty of Health and Human Sciences:

- Business Administration

- Piret Nations Studies

- Geography
- Biology
- Outdoor Recreation

- English - History

Faculty of Arts and Sciences

Anthropology/Archaeology

Circumpolar North and the Pacific Rim.

bafora February 28, 1992.

Salaries are open, depending upon qualifications and experience.

Faculty of Management and Administration:

Faculty of Natural Resources and Environmental Studies:

A Chairperson will be a perceptive and highly motivated academic leader administratively responsible to the Dean. The Chairperson will be responsible for communication, organization, administration and other duties within the department or accedence lusts as well as remaining a scholar for whom teaching and research are fundamental responsibilities.

Candidates will have records of significant scholarly schlevement, demonstrated academic leadership shilly and a commitment to the maintenance of the quality of both undergraduate and graduate programs. The candidates will also have strong administrative shills, especially in budget preparation and management.

Candidates will be expected to be appointable at the rank of Full Professor. The initial appointment as Chatrperson will be for a three-year (renewable) term.

The University of Northern British Columbia is Canada's newest university and the fourth

publicly funded university on Normers prises. Cotumbs is Cassada's newest university and the fourth publicly funded university in the province. It has a mandate to sever the northern two-thirds of british Columbia. It will have a main cumpus in Prince George (pop. 70,000). The University will offer a range of Arta, Science, Social Science and Professional programs appedicelly targeted to meet the needs of northern British Columbia. It will offer graduate programming and will conduct research in a wide range of rarea but with an emphasis upon subjects or delevance to northern British Columbia. It will develop international contacts primarily in two areas, the Circumotolar North and the Pacific Pin.

in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Northern British Columbia is committed to the principle of equity in employment.

Applications, secompanied by a curriculum vitae and the names of at least three referees, will be received until the position is filted. Priority will be given to applications posimarked on or

UNIVERSITY OF NORTHERN

BRITISH COLUMBIA

The University of Northern British Columbia (UNBC) invites applications for the position of Chairperson of the following Departments in the following Faculties:

- Education

- Allied Health Professions

- Environmental Studies

- Public Administration and Political Science

Bulletin Board

How to use this service

Residers of The Chronicle are invited to use Readers of the Caronicle are invited to use these columns to find candidates for bona fide these commiss to find commisses to bond fide openings on their campuses, to seek new positions, and for other appropriate purposes.

Classified advertising rates (per insertion)

Display: \$62 per column inch (boxed ads) Regular: \$1.25 cents per word (agate type) Box number service: \$15 additional charge

No discount for multiple insertions

How to place ads

Please specify preferred publication date(s), format, and billing information.

Phone: (202) 466-1050, Monday, 9 a.m. to 2 p.m., Eastern time, Tuesday through Friday, 9 a.m. to 5 p.m., Eastern time,

Telex: 89-2505, 24 hours a day, 7 days a week,

Cable: CHRON WASHING, 24 hours a day, 7 days a

Telecopier (FAX): (202) 296-2691, 24 hours a duy, 7 days a week.

First class mail: Bulletin Buard, The Chron-icle of Higher Education, Suite 700, 1255 Twen-ty-Third Street, N.W., Washington, DC: 20037.

Special delivery or express mail: Bulletin Board, The Chronicle of Higher Education, Suite 785, 1255 Twenty-Third Street, N.W., Washington, DC 20037.

For information or to confirm receipt: (202) 466-1055, Monday through Friday, 9 a.m. to 5 p.m., Eastern time; FAX confirmations:

Advertising submitted by individuals who have not previously established credit with The Chronicle must be prepaid. Individuals or institutions which have established credit will be billed at the time of publication. Payment should be sent to: Accounts Receivable, The Chronicle of Higher Education, Suite 700, 1255 Twenty-Third Street, N.W., Washington, DC 20037.

To reply to box numbers

Address envelupe to Box _____, The Chronicle of Higher Education, Suite 700, 1255 Twenty-Third Street, N.W., Washington, DC 20037.

Copy and artwork must be received by the dates below. No cancellations or changes can be accepted after the closing hour (Eastern time). No space reservations accepted.

Isaue	Date

January 22 January 29 February 5 February 12 February 19 February 20 March 4

Monday, January 13, 2:00 p.m. Friday, January 17, 5:00 p.m Monday, January 27, 2:00 p.n. Monday, Februs ry 3, 2:00 p.m. Monday, February 10, 2:00 n.m. Friday, February 14, 5:00 n.m. Monday, February 24, 2:00 p.m

The Chronicle will not be published December 25 or January I

FOR SALE

SCHOOL FOR SALE

LAKE MOHECAN (YORKTOWN) NEWYORK - Approximately 30 miles from New York Cry. restly for immediate use - Land 30-miles from New York Cry. restly for immediate use - Land 30-miles from the york of 1,000 + sq. ft. - All amenities bround cares - Bufforg one story, \$1,000 + sq. ft. - All amenities bround sizes of the york of the york



WANTED

Marking Lists, Burnett Marketing special-izes in mailing lists for continuing aduca-tion, 1-903-837-9906. SERVICES

EXCHANGE Pro-Write résumbs, curricule vitas, over letien: 1-890-321-1599—A good look

Charrent Education job Links: Teacher and administrator postein schools and colleges, Sebenfullation: \$16 - 2 months; \$16 - 2 Dislinguished Disserts list Series, Scholarly serer serbing first reas, nevery social sel-ence and learness dissertations (as well as necessity). For poor information, the second Dr. Robert West, Maden Reas, of upon the Control of 133; Fax (415) (42-944).

SERVICES

SERVICES

LONDON, ENGLAND Group Student Accommodation

Accommodation in Central London All charges are quoted in US dolar matchine for groups of up to 50 min - repartises of absequent acchanging well-expected extended in even new 1% have been providing states it is subways and bases. All comes are clittles to leading American Universit excluped with self-centring facilities. Insect for the past 50 years (Datestoon space is evaluated and Por Yurther Information place like in 18 in 164 in Nouselesper.

The Lodge Group, 138 Lexham Gardens, Keneingion, London, W8 6JE Phone: (4471) 370 1150 Telex: (451) 922921 Telecopler: (4471) 373 8861

Financial development, grant procurement; asperienced, successful; for individuals or institutions. Reply 10 Box 16-100, The Chronicle of Hisher Education

STUDY TOURS

ORCANIZEDO GREECE TURKEY-EGYPT **♠ SCANDINAVIA**

rrange etc. land tours & craises for colorge and university study style terransen. Nile and Scandinsvan Cruises. Archaeology, Hatoy, Art chilecture style. Religion & St. Paul 125 years' experience. Operators of the pack in cruises to the Greak is a read-of-printers at a price year.

POSITIONS WANTED

Duel Career Couples Couple wishes to relo-cate. Teach at two or four year collage. Mechanical Design, Drahling, CAD, years of apptitiones with in-careira and in experience. Repty is into 18-100, "See Chronicle of Huber Education." Parks: Administration. MBA, DPA 1987
with country and public sector hits, prorementing and Expert Systems in graduate
PA program. Sense J. Neubauer (192) 5447416

Academic advising 48, 58
Academic advising 48, 58
Academic alliain 65, 70, 73, 74, 70-82, 84
Accounting 18, 19, 21, 22, 28, 28, 33, 35, 36, 43, 44, 49, 59
Administrative services 44, 71, 72, 76,

Art history 36, 44
Art manistratules 47, 52
Airconny 26, 45, 46
Airlinetter 12, 42, 44, 43, 54
Binchetter 12, 42, 44, 43, 54
Binchemistry 34, 35
Binchemistry 34, 35
Binchemistry 34, 35
Binchemistry 34, 35
Binchemistry 34, 37
B

Communications 12, 15, 20, 26, 29, 30, 35, 35-41, 46, 52, 55, 66 Computer information systems 12, 22, 38, 40 Computer science 9, 11, 13, 15, 18, 21, 32, 39, 40

05, 68, 69, 72 - secondaria 45, 54, Firshion merchanding/decign 31, 17, 38 Fellowships, chairs fo, 18, 24, 28, 27, 29, 41, 43, 45, 21, 31, 38, 41, 41 Finance 15, 25, 31, 38, 41, 41 Finance 16, 45 Finan fire science 16, 45
Pool service/rechanology/txinnee 15, 20, 21
Pool service/rechanology/txinnee 15, 20, 21
Pool service/rechanology/txinnee 15, 20, 21
22, 23, 25, 33, 27, 39-41, 43-45
Poralga poolitions > 13, 38
Geography 9, 15, 32
Geography 9, 15, 22
Geology/terrist science 11, 22, 26, 32, 86
Geomology 57, 42, 87
Constitutions and service 46, 50, 52
Constitutions and service 46, 50, 52
Constitutions and service 46, 50, 52

Geographic Index to Positions Available

Missouri 11, 21, 26, 28, 31, 32, 37, 36, 40, 42, 50, 54, 35, 57, 59, 63, 68, 69, 71, 70, 78, 81, 83 Moninga 29, 32,34, 37, 30, 43, 47, 59.

INDEX

To Positions Available in Display Ads

18. by the Volume to administrative canages [18] by the Comparison of the Comparison

Special Memory and Special Spe

Constitution 57, 62, 87 Creatification of the control of the contr

Quincy College, 1800 College, Quincy, Illi-nois 62301. Deadlios: January 21, 1992.

course rewards teaching accellance and accourages faculty achiciantly and contact with the business community. Send vitate by January 31, 1992, 10 Steven M. Plates. The Liniversity of Tenne, 401 Weat Kenned & Bouveland, Tanne, Forder 3,1905-190. The Liniversity of Tenne is as Equal Opportunity. Affirmative Action Employer and encourages women and minorities to

Applications should be sent to:

Geoffrey R. Weller, President University of Northern British Columbia

Bag 1950, Station A Prince Gaorga, B.C. CANADA V2L 5F2

Considerations are a Pt. O, or OBA or mod-date title play purpose to decopying at an ordinar matter is forward and production control of the control of the control control of the control of the control control of the School of the control of the

Accumulary. The School of Business at Benevia State University seeks to fill a rine-month, tenure-treek accounting position systaliable August, 1972, in the rank of a sistant/Aspocials Professor. Business school tenching undergraspountible like inclose teaching undergraspountible to course in accounting, fighty-state with an interest in accounting information systal an interest in accounting information systal. Accounting the leavest to converte and Department Chair, Business Editionals, Fishicans, Teature Chair, Business Editionals, Fishicans, Teature Chair, Service Chair, Chair and send related business subjects and los earns as deserment chair of the Studiest and Displayment Editional Department, and the Chair and Chai

THE UNIVERSITY OF PAPUA NEW GUINEA Goroka Teachers College

TUTOR/LECTURER/SENIOR LECTURER IN HOME ECONOMICS

- G671005/91

The position involves the training of The position involves the training of thome Economics teachers for a three year diploma in Secondary teaching. The successful applicant will have significant highschool teaching experience. Experience in teacher education would be highly desirable. Applicants should possessal teats. a Bachelors degree in Home Economics or equivalent. A Masters degree in the field or in education is essential for appointment at

TUTOR/LECTURER/SENIOR LECTURER IN MATHEMATICS EDUCATION - G631006

The successful applicant will have significant high school teaching experience and appropriate qualifications and some computing experience. In-service or extension studies teaching would be an advantage. For overseas applicants experience in developing countries would be an advantage.

TUTOR/LECTURER/SENIOR LECTURER IN DESIGN AND

TECHNOLOGY - G671006/91
Applicants should be teachers in Practical Skills with a curriculum development background and teaching experience in at least two of Woodwork, experience in at least two of woodwork, Metalwork and Technical Drawing. Experience in preparation of distance education materials including written and audio visual material would be an advantage. A Masters degree in the field or in education is essential for appointment at a lecturer

TUTOR/LECTURER/SENIOR LECTURER IN EXPRESSIVE ARTS

- 6611004/91 The successful applicant will require a diploma or degree in the area of Arts or Education with very high skill in at least two of the following areas, visual arts, music, dance and drama. An appreciation and skills in PNG traditional performing/visual acts until the accordance and states with the accordance and the states and the states and the states and the states are states are states and the states are states are states and the states are states and the states are s arts would be an advantage.

area for Pol., 1992. Terminal drawns re-counts in presenting section of the con-traction and management of the con-traction and management of the con-traction of the con-tr

The appointee must also have two years teaching experience and must have proven written skills in English. An ability to speak tok-pisin would be an advantage.

TUTOR/LECTURER/SENIOR LECTURER IN COMMERCE - G681005/91 and G681007/91

The appointees will expected to teach and develop Courses in Economics, Accounting, business principles, small business management and commerce teaching methods and to supervise student teachers from all academic areas during their teaching practice in high schools

in PNG.
The appointees should have a minimum of 5 years successful teaching experience at 5econdary level and should also have experience of tertiary teaching. Applicants should possess at least a Bachelors degree in Commerce and an education in Commerce and an education qualification. A Masters degree is essential for appointment at a lecturer level. Previous experience in a developing country is desirable.

SALARIES ... K16555 • K20465 per annum plus 25% gratuity K19545 - K24745 per Senior Tutor Kenior Lutor
K195-45 - K24745 per annum plus 25% gratuity
K21885 - K24745 per annum plus 25% gratuity
Senior Lecturer
K24745 - K20880 per annum plus 25% gratuity

Applications will be treated as strictly confidential and should include a luli curriculum vitae, a recent small photograph, the names and addresses of three referees and date of availability. In order to expedite the appointment procedure, applicants are advised to contact their referees to send confidential reports directly to the

confidential reports directly to the University without wailing to be contacted. Applications should be forwarded to the Deputy Registars, Coroka Teachers College, P.O. Box 1078, Goroka, Papua New Guinea.

All Applications close on Friday 17 lanuary 1992.

7. IAMO (MR), REGISTRAR



at Tampines in 1995.

School of Bueiness

School of Science & Technology

Robotics or Machine Visual Systems.

2 years' relevant working experience.

experience and the level of appointment offered.

CAREERS IN SINGAPORE

TEMASEK POLYTECHNIC

SENIOR LECTURERS/LECTURERS

(Gross Salary up to S\$68,000 per annum)

Temasok Polylechnic is a new Polylechnic fully supported by

the Singapore Government. It has 3 Schools, namely the School

of Business, the School of Design and the School of Science & Technology with a current student population of 1,500 which will

eventually grow to 11,400 when it moves to its new campus

If you are looking for greeler challenges, a more rewarding

and satisfying career, and an opportunity to grow with a Service

Oriented Polylechnic, you should respond to this invitation for the

Diploma in Business: Business Communication, Marketing,

Diploma in Information Technology: Computer Technology,

Office Automation, Information Systems, Data Communications and

Networking, Programming Languages, Dalabase Management Systems,

Diploma in Electronics/Mechaironics: Computer Aided Engineering/

Design, Tool and Die, Jigs and Fixture Design, Electronic Manufacturing Process, Computer Engineering, Integrated Circuit Design/

Manufacturing, Control Systems, Instrumentation, Automation, Electronic Communication Systems, Computer Integrated Manufacturing,

· Candidates must possess a good degree or professional qualifications preferably with leaching experience OR minimum of

Temasek Polytechnic offers attractive salaries to successful candidates.

The commencing selary will depend on the candidate's qualifications.

Annual vacation leave of 42 days, subsidised medical & dental

benefits will be provided. Other benefils may include a taxable end-

of-contract gratuity, commuted board & logging allowance for

dependant shildren, relocation and interest free settling-in loan. Steff members may undertake consultation work and retain

consultation fees up to a maximum of 60% of their gross annual emoluments in a calendar year. Opportunities for self development

Advertising and Promotion, and Retail Visual Mechandising.

Systems Analysis and Design or Computer Security.

POLYTECHNIC

SCHOOL OF MEDICINE

Applications are invited for appointment to the post full-time Dean in the School of Medicine, Faculty of

Health Sciences.
The School of Medicine is physically part of the The School of Medicine is physically pail to the Pindets Medicial Canter. Together they form an integrated medical school and teaching broughts of Schools school and teaching broughts of Schools school and teaching broughts of and research. The Cecuries adjusted to the Unit-bodies of the Schools of the School and which is 15km south or Advisible school and which is 15km south or Advisible school and participation of the School and Medicine. Specicle Participation of the School and Participation of the School and Participation of the School and Advision. Specicle Participation of the School and Participation of the Participation of Participation of the Participation of Participation of the Participation of Partici piogrammes are also offered

To provide effective management of the School's humen, financial and physical resources so as to further in tending, reserved, and chizoles retries enabletes, and the reperturber of the school of th

Demonstrated successful management experience is Demonstented successful management experience as pare department, or gradisation or programmic; extensive experience and knowledge of Australain universities, education programmes demonstrated excellent interpressonal and strategic planning skills, all esential, Medical qualifications, higher degree enabler specialist clinical qualifications, legit edgree enabler specialist clinical qualifications, legit edgree enabler specialist clinical qualifications, legit edgree enabler specialist clinical qualifications. By the control of South Australia, also required.

Souin Australia, also required.

Initial appointment as Dean for three years with ot least one further term as Dean guaranteed subject to satisfactory performance reviews. At the end of the term(s) of office as Dean, substantive appointment as tenurable professor (level E academie) in relevant

insuráble professor (feve E saudemie) în relevant departmeut will be provided.
Salary to be a spotissed including level E salary.
K513 m30 jul. noi cinical and other foodings as applicable.
When serving as Head of Fooding, as a applicable.
When serving as Head of Fooding, and odditional (outree) this 60 vicel E salary); a populáe.
Enquiries to Professor I Chaimers (nd (68) x 501 511 et 410), Section o retiena and coadiation of opportunent available from Hisman Resources Division, (14) (616) x 201 z 507 x 64 (68) x 301 310 x 64 (68)

(101 (101) 201 (200 PM (101) (101)).

Applications, quoting Ref No 191261X, together with curriculum vitac and tumes, addresses and fuscimile number of these referees should be lodged, in drujktate with the Manager, Human Resources Division, The Finders utlavasity of South Australia, GPO 10ex 2108, Adeistick, SA 5001, Australia,

GPO Box 2100, Adelaide, SA 5001, Australia, by Friday 21 February 1992. The University reserves the right not to make on epochtment, or to appoint by lavistollon. Equal Opportunity is University Policy.

FLINDERS

THE JOHNS HOPKINS UNIVERSITY The Paul H. Nitze School of Advenced International Studies

The Johns Hopkins University Nanjing University Center for Chiessa sed American Studies

(A)

Center for Cities as each Assertican Statelles

The Real II. Nature School of Advanced International Studies (SAS) of The
Individual School of Individual Studies (SAS) of The
Individual School of Advanced International Studies (SAS) of The
Individual Studies Individual Studies (SAS) of The
Individual Studies Individual Individual Studies Individual Studies Individual Studies Individual Studies Individual Studies Individual Studies Individual Stud

Administors. Varieties Tod Proportition and Community. Community and the control New Harmshire. The quality community and the control New Harmshire. The quality community and the community of t

Admissions: Director of Admissions: Lo-cated in the footbille of the White Moun. Switzerings, Director of Admissions and



University of Waikato Te Whare Wananga o Warkato

Hamilton, New Zealand

Applications are invited for the following posts:

VISITING LECTURER IN POLITICS (Ret. A91/86)

The appointes to this Visiting Lectureship in the Politico Department will be required to teach two undergraduate ocurses in "Womes and Politics" and "The Politics of Human Rights" both at Intri year level. The position will be everlable during the second semester of 1982 (July

The remuneration will be a fixed taxable fee of NZ\$1B,728 and en

The remuneration will be a fixed taxable ree on NZSIN/28 and en-proprieties appeared print in the en undergraduate course servicinant of The Polities Department has en undergraduate course servicinant of the politic services are appeared to the programment of a file in the politic services are considered to the OPhill degree. The Oepartment has an etail attacked set of 13 and two Valling Lectureships Enquiries of an academic nature may be made to Protessor 0 Bing, Cheirperson of Politics (tal.184 7) 858 2889; Jax 184 7) 858 2158].

LECTURER IN HISTORY

Applications are invited for a limited term (four years) lectureship in the Department of History. The Department, which has a staff catab-liahment of inine, lain the School of Humanilities. As well as a thma year BA, the School officers meatersize and doctorates.

The Opportunity of the State of

Enquiries of an ecademic seture may be made to Dr. 0 G S Simas (tel. 1847) 856 2889; lax (647) 856 2158). Closing dete: 7 February 1992.

Cioling cest: / reorrany 1992. Information and conditions of appointment may be obtained from the Acedemio Staff Unit, University of Walkato, Privale Beg 3105, Hamilton, New Zeslend (bt. (64) 7 565 2869, Fax (64) 7 555 0135). Applications quoting the appropriate reference number should reach [in Acedemic Staff Unit by the dete Indi-

Varieu.

Places for appointees' children mey be eveilable in the comber un by the Campus Creche Bodely (inc.). The Univenity welcomes explications from suitable paople regardless of rece, creed, merital eletue or disability.

THE UNIVERSITY OF THE WEST INDIES

Professor, Department of History MONA

The University of the West indies invites applications for the poot of Pholessor In the Department of Hestopy at a Morra Campus in Registron, demakes. Advanced PSACKORG, the In a new part AND PSASSA ILT, PERIOR CHARLES AND ADVANCED IN THE ADVANCED IN THE

academic books and materials.

Please send politicalism with names and oddisesses of 3 releves to Tha University Registrar, Attendition Assistant Ragistrar (Cartan, Office of Administration, Than University of the West bodies, Manns, Mingard Administration, Than University of the West bodies, Manns, Mingard of Administration, Than State of the Property of the Prop

In order to expedite the selection process, applicants are advised to ask their reteress to send confidential reports direct to the University without waiting to be confedential.

Penneted Ade, Presides Cellage brokes about 15 Mercy of the Cellage brokes about 15 Mercy of Articlescene and Flame and Ade of the Cellage brokes and the Cellag

Coverage of breaking news that effects higher education — from stote copitals, academic cooferences. country and the world -

every week in The Chronicle.



REGISTRAR AND DEPUTY PRINCIPAL

Applications eta invited for appointment to the abovementioned position which will become vacant on the retirement of Mr Ian Way is

The appointee will be responsible to the Vice-Chancellor and Princips he eponese was personasse to me vice-crassic and vinoga though the Deputy Vice-Chancellor (Acadamic Affais) for pisning, organising, centrolling and co-ordinating services related to registrelet ectivities, including at this time academic and general administrative suppoit, student services, student administration;

The european annicent will also be expected to provide advice and па висказым кррисати will also be expected to provide advise and a seelclance in the processe of policy formulation and review and to fulfill allatulory responsibilities under the University Act and By-laws in relation to all registrarial ectivities.

Applicants should have considerable experience in a large organisation, preferably but not necessarily in a University or other educational institution, and here demonstrated manageriel ability in a senior administrative capacity. Relevent tertiery qualifications would be highly adventageous.

Salary: An effective remuneration nackage is available Enquiries about the poellien may be directed to Protessor A.J. Wicken, Deputy Vice-Chancellor (Academic Atlairs) on International (612) 697 3010.

The University reserves the right to fill the position by invitation.

Applications does on 14 February 1992.

Details of the position, together with the conditions of appointment and application procedures are available from 48 M. Francis, head of the Senior Appointments unit, the University of New South Wales, P.O. Box 1, Kensington NSW 2033, Australia. [telephones: internetional (612) 697 2716, Iscaimilie: Internetional (612) 697 2716, Iscaimilie: Internetional (612) 313 6561] Applications from EEO groups are encouraged.

Positions Available at

Kansai Gaidal Osaka, Japan

Kansal Galdul Kanyal University of Firelgas Studies), kestied hallway between Dasks and Kyoto, will have aerend ingeniage for Assistant, Asso-ciate, and full Professors starting in April 1933, Wer et ouking he pools in fields such as Anthropology, Halory, Liturature, Political Science, the Company of the Company tasks in house stress with a University of the Company of the teaching food is six 90-mainte cluster per wheels. Courtee are combanded a

Qualificational Doctorale or Doctoral Condidate in the fision listed above or related areas. Two-three years' leaching experience a clus.

Safary Approximately's million yea per year [USS46, 14 at USS1 = 130 yen) depending upon qualifications and experience. Furnished housing-towal city air few US-Sapan, visa sopururially, On-year tenewhole-collect for ye to three years with longer terms negatiable.

7. Apply Sacd CV and here letters of recommendation. Have currel insuscripts reflecting all post-recondery echoesius and highest degree suncid, earlifectority from the registration.

Hajime Yantamoto, Deaa Center for International Education Kansal University of Foreign Studies 16-1 Kitehatehoho-cho Hinkata City, Osaku 373 Japaa Fax: Intl+81-20-09-9011

No telephone enquiries will be accepted.

until position is filled, AA/EOE. World Minorities Encouraged to anyly. ero Nimorities (Précourage le nyery-day) Excession Dean el Concoria Schol of Adult Learning, fasulty rank, estima-rative position. Extrate doctorial il ele-rative position. Extrate doctorial il ele-minaturella, curriculus, soult-seckhes in-both traditional and non-stational el-iness. Position bagies April 1, 1992; refer-process beains Petruary 24, 1992; refer-process beains Petruary 24, 1992; refer-process beains Petruary 24, 1992; refer-tered process bearing the process of the fewer Chair, Search Coomities Canno-dia College, 275 North Byndiess, St. Pat-Mannesota St. Adult Educations Asistant Professor. The Resnaylvania State University, Monroc-villa Center Philipson arec's Three-wave corract with possible conversion to issuer neek. Starting Fall 1952. Required: Earned doctorate in asista or conclouds education; possibility for scholerly settly is not research possibility in speciage of the production of the produc moderate of the macroscope to destination of of plant charaction of plant characteristics. See a constraint, with or plant special plant characteristics, and present of these appeals characterists, and present characteristics of the plant characteristics. The plant characteristics of the plant characteristics of the plant characteristics of the plant characteristics. The plant characteristics of the plant characteristics of the plant characteristics. The plant characteristics of the plant characteristics of the plant characteristics of the plant characteristics. The plant characteristics of the plant characteristics of the plant characteristics of the plant characteristics. The plant characteristics of the plant characteristics of the plant characteristics of the plant characteristics of the plant characteristics. The plant characteristics of the plant characteristics o

UNIVERSITY OF CYPRUS

Announcement of Academic Positions

The University of Cyprus annuunces the following academic posts.

RULLETIN BOARD: Positions available

Ocpariment of Greek Studies, Philosophy and History Department of Education Department of Cumputer Science Department of Cornegations and History

The above posts relate to all ranks of academic staff, except for the post of the French Language and Interature which is for the rank of Professor and Associate Professor.

for all academic ranks, a Ph.D. is required. Applicants need not be cluzens of the Republic of Cyprus. The appuages of Instruction are Greek and Turkish. The salaries for these positions are:

Professor Associate Professor

CYE17,849-CYE23,282 CYE15,744-CVE21,463 CYE14,688-CVE19,612 CYE12,404-CYE18,160

(At present CYE1 = £1.23 sterling and CYE1 = \$2 18 dollars)

In addition, the interim Governing Buard may approve an annual bonus of up to CY£5,008 for those appointed as Professors and up to CY£3,080 for those appointed as Associate Professors.

nterested individuals must submit the following items by March 6, 1992:

 A letter stating the academic rank or ranks in which the applicant is interested and the date when hostie may be able to assume duties in the event of selection II. A curriculum vitae

III A list of publication

7. A brief review (not to exceed three pages) of the entire research work thus far, as well as description of luture scholarly projects

schourry projects

Y. Copies of representative publications this copies each)

VI. The names and addresses of three academic referees from whom cunfidential references may be sought. Items till and IIVI must be written in Greek or Turkish and in one International language, preferably English.

The above must be culmitted to:

Valverally of Cyprus P. O. Box 537 NICOSIA - CYPRUS Tel. (82) 366188. Fav. (82) 366198

RICHMOND COLLEGE

PRESIDENT and CEO Richmond College

The American International University in London

Richmond College, one of the lending Asserican legitlythms lucated out-side the U.S., weeks an experienced and highly qualified accidence admin-historie for line post of Presidencia and Chiefe Executive Officer, Founded in 1972, Richmond is an Amerikan sun-profit internotingal liberal aris univer-sity located in Lundung, Regisland.

Richmand is successful to the Cummission on Higher Education of the Middle Stutes Association of Colleges and Schools and is licensed to center the BA degree in 13 subject urens and the MIA degree by the Education Licenser Commission of the District of Colimbia.

collection Licensiare Continuous in the District of Commons. The university has two London compress—subtrate Richardof Lir loweriessmen and Urban Kenshagion for inperchaance—and a sludy content a Florance, Laby, Of its university than 1,000 subtonit, approximately 600 are degree stolents and 200 are time-few sensator study abroad students from U.S. Institutions. The MAR degree, the university's first posignation programs, will be offered in September 1992.

Leading candidates will have the Ph.D. diggree and several years of successful experience as president or chief academic officer of an American solings or university and domunistrated leadership shills. Academic and residential experience in international and multicottural estings also pre-highly desirable settings also pre-highly desirable.

Applisanta and aominators are encouraged to submit materials as soon as possible. Coadidate screening begins in March 1992. The position is avail-able Jazuery 1993. All inquiries, which will be held in absolute coafideace, should be directed in.

John Kubnie, Vice Presideol Education Practice-Korn/Ferry Intera Suite 200, 900 19th Street, NW Washington, OC 20006 Tel. 202/822-9444| Fax 202/822-8127

Ao Equal Opportunity Employer

And County Opportunity Congressive State of the County of

Assistant Professors School for Social Work

Social Work
Applications services accessed for two fill-time facility positions of the control o in Social Work or a closely related field is preferred. Pleass submit a resume, a brisf letter of applica-tion, and the nomes of three reftloe, and the nomes of three ref-crences by February 1, 1992 ten Aan Harimon, Deen, School for Sortal Work, Smith College, Box 500, Northampton, MA 81063. An Alfirmsive Action/Equal Opponunity Institution. Misonities



appointmente in the Curficulum, Salary will be coappelline. UNC in an Allerandrica will be coappelline. UNC in an Allerandrica and the coappelline. UNC in an Allerandrica and curriculum vitue lefere 21 January 1970 in Clark. Savera Committee. Canada and Canada and

and growth are evoilable,

if interested, please send us your personal particulars and a detailed resume on qualifications, working experience, current and expected salary either by mail or through telefax 65-2357982 to reach us by 3 February 1992 at the following address:

HUMAN RESOURCE DEPARTMENT TEMASEK POLYTECHNIC 51, GRANGE ROAD, SINGAPORE 1024

fied women, relicorities, covered veterans and disabled judividuals are esecurated to

Action of South Devergation professor and extractions, tractical interaction formation. In particular of temperature and Actions and Advance and Advanced a

as a University Augusty residing, the course in the property and to seek market to promote the property and to seek market with the property and to seek market with a recovery residence of the property of the seek of the property of the property of the theory of the property of the property of the seek of the property of the propert

And however, and that easy? In the different production of the control of the con

AA Employer and hirds unit U.S. citizens or exhire authorized to work to the U.S.





College of Liberal Arts

CHAIR

Department of Near Eastern and Asian Studies

Wayna Siela University's Collage of Liberal Arta is seeking an erisbilahed scholar to chair its Department of Neer East-arn end Asian Studies. Nominations, including seit-nomina-tions, are twited. It is anticipated that the selected candideta will essume the chelrehip in the Fall of 1992

Candidates must be recognized experts in one of the to-lowing erass: MODERN MIDDLE EASTERN HISTORY or AR-ABIC LANGUAGE AND LITERATURE.

Qualitications considered assential in each tield are:

HISTORY: (1) specialize in modern Middle-Essierin history, erse ol expertise flexible, with the ability to lasch a year-long sequence in Modern Middle-Essieri History—1789 present; (2) command of clessical et well es modern Arabic; and (3) be ablo to loseh courses in leterine Civilization, including the medievel pariod. Knowledgebla of Ottomen History is desirable.

LANGUAGE AND LITERATURE: (1) specietze in the tesching of modarn literary texts and Arabic composition; (2) commend of classical as well as modern Arabic with near neitve fluency; end (3) be able to instruct Arabic lenguage and literature. Experies in modarn Arabic literature is preferred.

Since a record of echlevement appropriate to a remused appointment is cleared, cendidates will be expected to present evidence of: (1) vigorous end stimulating scholerly achievement and promise; (2) strong lasdership ability; and (3) substantial administrative skill and acumen.

An attractive and competitive asiary will be negotiated. Applications will be received until January 22, 1992,

Weyne State University is an Equal Opportunity, Affirmative Action Employer, and applications from minorities and women are strongly encouraged,

Candideles should forward a curriculum vilae plus the names and addresses of five references to:

Professor Arihur F. Merotti, Chair c/o College of Liberal Arts Deen's Office 2226 F.A.B. Wayne Stele University Detroil, Michigen 48202

SCHOOL OF SOCIAL SCIENCES

CHAIR IN SOCIAL ADMINISTRATION A\$73 800 pa (A\$77 900 pa from July 1992)

ATT SEP DIS ACKT 700 His Period and Vol 1932.

ATT SEP DIS ACKT 700 His Period and Vol 1932.

ATT SEP DIS ACKT 700 HIS PERIOD AND VOL 1932.

Application are invited for color his Social Administration, Loudied before the Period Sept of His Period Period Period Period His Period Period Period His Period Period Period His Period H

FLINDERS

Alcoholi Drag Education: Alcoholi Drag Thermit; mid Buscott, The Health Education Devision of Columbia University and Devision of Columbia University (Columbia University) and Columbia University (Columbia University) and Columbia University (Columbia University) (Columbia University)

University of Zimbabwe VICE CHANCELLOR

t. THE POST

1. THE POST
1. Applications are invited for the pust of Vice Chancellor at the University of Zitubahows to succeed Products W. J. Kautha who is setting at the end of February. 1992.
1.2 The successful cashidate will use trore 1 March 1992 or such later date or may be determined.

1.3 Subject to the general control of the Council of the University of Zirebawe, the Vice Chousello of the Clean and disciplinary officer at the University, with general recognition of the University of the Council of the University, with general recognitioning and promoting the effectors, officetiveness, and good under of the University.

z. THE PLASON
The post requires a majure academic administrator with an exhabit she and proven track record of leadership, obto to meet the shallenges of growing and dynamic academic onvironment. The supplicad united is an academic of high standing who is equable of communicating with staff, students, and the coursemity at all levels.

3. FURTHER DETAILS OF THE POST

Further details of the post, including salary, benefits, and terms an conditions of service, will be made available to shortlisted condidates.

TO ATTIGUES IN THE ACTION OF T

see 24 January 1998.

Applications for the Post of Vice Cisencellor
The Chairman of the University Council
of The Office of the Registrar
University of Zimbabwo
P. O. Box NP 167
Mouri Ploasant, Harrie, Zimbabwe Telephone: 303211 x 1105 Telex: 26580 UNIVZ ZW Talofax: (263-11732528

Application forms may be obtained by writing: Anita Johnson, The African-American fustitute, 833 United Nations Plaza, New York, New York 10017.

·STETSON·

Ed. Admittal attestion. Assistant Professor, Januara track position. Responsibilists: lack-ting comments and administration, supervision of administration approximation, and administration approximation administration framilistration administration administration with Fordinal administration administration administration with Fordinal administration adminis

tional policy detention. Aministral Professor, tenume (mick, doctorate or ABI). Responsibles includes searching in the professional respessation and physical collections eathly report. The conditional short divers an invested in serious conditions and the collection of the colle

Sejatumier 1992.

Elemantery Education, Assistant Prolestor entry level, terrate tand, doctor-cered transfer of the process of the control technique public of statements and a control and public statements and public statements and public shocked technique public shocked transfer public shock



Riverside Community College District Riverside, California FACULTY POSITIONS

THE COMMUNICATION OF STRAIGHT STRAIGHT

ART
ASST. DIRJINSTRUCTOR DANCE
COMPUTER INFORMATION SYSTEMS
NUSSING OFFECKAL SURGICAL
Deadlines by 4:00 p.ms., March 6, 1992.

Call the Personnel Office at 1714) t84-3240, Est. 291 for additional required District application materials. Equal Opportunity Engineers

UNIVERSITY ADELAIDE : AUSTRALIA

ط

(6)

UNIVERSITY OF SAN FRANCISCO

School of Nursing

Deun Not mit L., Charket, Ph.D., RN, FAAN, amountees the foruntational u Search Committee for the following positions:

Associate Denn for Aendemic Programs
 Conclinator of Learning Resources
 Pull-time Track Furnity positions in Maternity-Child Nursing

The University of San Francisco is a private Jesuit, Cutholle misensy with an enrullment of approximately 6,000. The Nethad of Nursing stratement Includes 440 statisets is the transleg rankate and gardate program. The Schaud of Norsing has 48 Incushy. The Incusty are members of a Collective Engraphic Inc.

Associate Dean for Academic Programs

(Protion available June 1, 1992)

• Farned ductorate and blaster's in Nursing if dectorate is not a

mitted includes and based. In reasonal discount in an initiality of the mittelling o

Coordinator of Learning Resources Parition available June 1, 1992t

a Earned doctorate and Master's is Norsing
Expertise in educational technology and learning a
Expertise in educational technology and learning is
Teaching experience in naiversity setting.
Demonstrated commitment to scholarly activities
Evidence of successful grant-virtual

Maternal-Child Nursing Faculty Positions or adable Amenst L. 1992)

Farmad doctorate
 Qualify for professional tents
 Teaching experiance is prefetred
 Evolence of communication sylvolativ activities

The subary and so advisor rank at a commensativite with the qualification in experience of the individuals selected. Please send letter of manipulation application to:

Nister M. Fillene Fgan, Fd.B., R.N. Fhalt, Saur h and Screen Committee Sa boat of Nursing University of San Francisco 21/0 Fullion Street San Francisca, C. 94117-1000 (415) 666-6793

Application letters should be had a statement of interest and a carrietian vitiae. Applications will begin to be reviewed February ft, 1992 and sill continue that I continue to the continue that it continues are filled.

USF is an Affirmative Action, Papeal Opportunity Employer.

SCHOOL OF NURSING

CHAIR OF NURSING

CHAIR OF NUISING
SATE atting 16,577 will up from July 1922).
Application-text instead of the 1- conclusion their of textury also the year of texts 1- texture for the 1- conclusion their of textury also the year of texts 1- texture for the 1-

School's coulies.

Apphasits for the Chair will have a dustinguished enter and an assishabilised exportation in tasking, research and any assistance of the country of the

in extensive, but the goornity in the first entitient, a spicial relativistic has defined receivable relative the active painting the Source of Control of the Control of Contro

FLINDERS

RADIO LIBERTY

The Radio Free Europs/Radio Liberty Research Instituts, located in Munich, is seeking an:

Closing data: 31 January 1992,

ASSISTANT DIRECTOR FOR ACCESS AND AUTOMATION

BULLETIN BOARD: Positions available

UNIVERSITY OF BOTSWANA

The University Invites applications for the following position

The University levites applications for the following positions:
PROFESSORIASSOCIATE PROFESSOR—
THEOLOGY AND RELIGIOUS STUDIES
(Vacaney No. HTRS 291)

The successful candidates will be working in a developing department
and will be expected to give appropriate leadership in fearing and
research. Cardidates should have acquaritates of vorting in a Univerto leach the deforming partial can are moders (facilities), including
to leach the deforming partial can of moders (faciliting), afticant
leach of Maleria degrees but preferrably a Ph.D.; a fixed these year
Associate Professor level or three years' apparations at Associate Protessor level for appointment to a professoriery a curvalative edulation
of the Company of the Com

LECTURER IN MATHEMATICS/COMPUTING (Vacascy No. S/PESC 4/91)

(Vacasey No. S/PESC 4/81)

The post involves traching Mathemalica and Computer Awaranasa to clevel students who are being prepared for university degrae and diptore studies which with the students of Computing, and preferred to the students and the students are suited to the students of the students o

appr. Salary par annum: Protessor P6B,264-P74,544; Associata Protessor P8I,566-P86,516; Cecturar P24,336-P52,332.

PBI 586-PB.5181: Cecturar P24-338-PD2.332.
PRing beastis inclusid Motor Cery provises Advance Bichame, an op-tional BOX 108 hunded medical sind plas, car allowance at 15% oil basic charge to the size of the feed by the University (but not at it is affiliated and associated institu-tion). Addictional benefits for experities stall include: discussional allowance for up to four dependent children and gratuly at 25% of the size of the size of the size of a two part control.

batic stary on auccessful completion of a two year contract. Applications quotient the vacanous number of the post applied for, full and up to date CV4, cartilled true copies of educational cartificates are consistent to the contract of t

RADIO FREE EUROPE

Candidates should have an MLS and be specialists in libra-Candidates should havo an MLS and be specialists in library public service and automated library and information services. Experience with information databases; automatical serials, management, acquisitions and calaniga systems, and innovative library services is essential, as is supervisory servicenance. Excellent inconsidege of and ability to write cognity in English to required. Good immedige of German and one or more of the East European and Soviet languages is desirable. We older an excellent salary and benalits package, often including company peld hor Appplicants should send a detailed resume to:

RFE/RL, INC. U.S. Peraconel Department (RIIR) 1201 Connecticut Avenue, NW Washington, DC 20036

Equal Opportunity Employer

Formula Character Than Andread Character and the Character and the Character and Chara

besite commonster Signature, and the second second

The University of the South Pacific t. JUNIOR LECTURER/LECTURER INLECTURER I IN CHEMISTRY POST 91/99—(2 POST8)

FLOS 1959—Q. PONTIN
Applicate Model has a pode the depart, fromten, from a particular and Lancari, pringuishes qualification and port description, from a particular application and post description and the particular application application and post description and post description application and post description and post

reference. The secretarial application or expected to the up that positions in animary.

Selliny will be in recommender used applications and expectation by the foliations impairpages (generic, FH1578-5146001, Levium E FH1510) F579164. Lecture E FH25005.

FFELLOWINGENCO GF EMA.—F599140000 The Contract E FH25005.

The Library of the South Preside home applications been natiably qualified generals for a first a market interest of a comparing the first transcription of the president of the contraction of the contraction

as the serious pends.

Concludate for the factoring new regional to the supprise all numbers of new finding or teaching the conditions for the factoring new regionals for no Reconsider stored for the control and the supprise for the control and the supprise for the control and the supprise for the control and the con

Distorts Appointment will be for a contact period of these perion are may on an answer or marked agreement.

The Unbesting date providing passing arranging to 15% of basic values, represented allow-nance, partly luminode discontensealistics in earlied 12.83% of waiting and in contribution of 10% of basic values processed as an opproved superamentation and sea.

For the telephone page to destand the marked he Austral Registers (Sailting)—Talephone 319900. Index: Policy for tale (co. 1699) 300537.

Condictates theird send THREE COPES of their controller vices with full personal particular, names and addresses including fac contacts of their referees and date of evaluability. In order to croseits the appointment procedures, replicarity are advised to set; their referees to croseits the appointment procedures, replicarity are advised to set; their referees to early confidents are provided to the providers.

Applications should be sent to the Registrar, The University of the South Pacific, Suva, Pg., to teach her no later than 15 January 1902

.......

THE IOHNS HOPKINS UNIVERSITY The Paul H. Nitze School of Advanced leternational Studies

The Johns Repidee University Nanjing University Center for Chinese and American Steelies

GEARCH REOPENEDS

GRACIA MOPANID)

The Paul I A home School of Advanced parenational Saudies (SAS) of The John How Hospital University invites applications/morrhanostora for one linear-instantal accounted acting position at la gioin (John Epolina University Analysis) (Johnson). Collect for Chieses and American Studies in Phanipa, Cours Soud will induce a programme of American Studies in Phanipa Trade and finance. Other copress may lexible (1) Issues in the American Studies of Marco Chieses (American Studies) (American S

Supple Connections, Restaure, Communes of Visual Act, and States, Communes of Visual Act, And Communes of Visual Act, States, Communes of Visual A

Orthogolou University of Alaska Psycholou Animal Professor, Street Feel, Sankara Personal Professor, Street Feel, Sanka

SCHOOL OF EDUCATION

CHAIR OF TEACHER **EDUCATION**

A\$73 800 pa (A\$77 900 pe from July 1992)

Applications are invited for enpointment to the Chair of Teacher Education, one of two new Chairs being established within the School of Education. The second new Chair in the field of Special Education will be advertised in

1992.

The appointee will promote crosslence in leaching and research and provide intellectual and academic leadership in the proporation of teachers at all levels of schooling and in the professional development of teachers. The School offices programmes at both undergraduate and postgraduate levels.

levels. Applicants must demonstrate exademic excellence. The appointer should not only be an outstanding choarts with appointer should not only be an outstanding choarts with operation in testing and appropriate audinations in a clucation on a rehated field, but also have a proven record excellence of the control of the school and contribute to administration in the Phendy and the University.

recurity and the University.

Candidates abouted desirably have experience and expertise in interactive/collaborative approaches to sessar and development, and the ability to flate effectively with diverse groups within and beyond the University.

General equiles should be directed to the Dean of the School of Education, Professor Josushan Anderson (Tel (688) 2029 Fox (688) 200 12634). Further information including selection criteria and conditions of appointment are available from Human Resources Divisio (Tel (688) 201 2022 Fax (618) 201 3131).

(10 (101) 201 2022 PM (101) 201 3313; Applications, quoting Ber No 913-85X, addressing the selection refleria and including a detailed curriculus vide and sames, addresses and fractional to such care reference should be bedged, in cluplests, with the reference should be bedged, in cluplests, with the control of the selection of the control of the co

The University reserves the right not to make an appointment, or to appoint by invitation. appointment, or to appoint up investigation. Equal Opportunity is University Policy.

FLINDERS UNIVERSITY

THE JOHNS HOPKINS UNIVERSITY

The Johna Hopidna University Nanjing University Center for Chicago and American Statiles

1015

Caster Sta Chieses and America Statiles

The Paul H, Mitte School of Advanced International Statiles (SAIS) of The close Highkes University Invites applications/mornisations for an energy involvemental states in the production of the picks between the control of the pick of the picks between the control of the pick between the pick between the picks between the picks between the picks and the pick between the picks and the pick between the picks and the picks between the picks and the picks between the picks and the picks between the picks and energy policy as it infects environmental quality between the picks betwee

parts (Fig. 1 and 1) and the control of the control

Seattle University

Seattle, Washington 98122-4460 (206) 296-5760

Fax: (206) 296-2163 SCHOOL OF EDUCATION

Seattle Lishwestiy, n. Jesuli institution founded in 1894, h the layer integerabult university in the Northworst with an annalment of 30 miles of the Northworst with an annalment of 30 miles of 1900 miles of 1900

tors. All cardialete must have an somed ductoral degree, relevant university level tooching experience, value compatibility with Lubersity's Guide some based readered and instance. Softey fire each position in commensure and seasor exceeded and instance. Softey fire each position in commensure and seasor exceeded and instance of the each position of the each posit

system and cimilates from unifer-expressional groups in order in pusual attention in the compact in control and control and investigation of the control and interesting of its quarter in a control and control and interesting political in the School of Education.

EACHER BOULGTON (Position normalithe August of September 1970. Department of Teacher Education (Frauestenic, Astelant/Astociation Frauestenic) and the control and the control and the control and the properties statement for installa certification. Students proceed flough the programs at a cohoot with two grasups of a processionally of indensities of the control and the co

Leiber of application positraria-cl by February 22, 1992, will receive a conditional conditional positraria classification and conditional conditional

ation.

To apply for the obove positions, send letter all applications vita and turnes, addresses, and delephone numbers of three current references to Margarel M. Hougetty, Donn, School of Editection, Seattle University. Seattle, Washington 998122. (Esc. (200) 296-2163).

Assistant Professor Community Health Nursing

Tenure track nursing luxulty postition in Community Health Norting for Jugust, 1992 at the intercollegate Center for Nursing diseased with white the State University, and Extensive Maintington University, and Wintsond Codey octoordam). Misses is marsing and doctorate in appropriate field required. Procurs in lamity may practice preferred, instructional opposition for many market by the procurs of the programs. Send released or numeration parameter by Macris, 1, 1992 to:

Associate Dean, Reference #CHE0001 fercollegiate Center for Nursing Educate W. 2917 Fr. George Wright Drive Spokane, WA 99204 (S09) 32S-6138



University of Rochester School of Nursing

The University of Rochester School of Nursing continues to be a leader in the nursing profession by developing innovative programs in education, research and practice (unification model), The School of Nursing has an enrollment of 470 students (undergraduate, graduate and doctoral). The continuing development of the unification model now includes a new Community Nursing Center in addition to the historic relationship with Strong Memorial Hospital. The unification model offers unique opportunities for facultyladministrators seeking to integrate research, education and practice.

The following position is available:

Chair of the Division of Health Restoration

Responsibilities include: Coordination of the Division's academic programs; promoting professional development of faculty; facilitating research to enhance the division; and management of personnel, budgets and resources, in addition, the Chair Interfaces with clinical services in the Medical Center and community. The Chair of the Division of Health Restoration reports to the Associate Dean of Academic Affairs, Qualifications: Doctoral degree with Master's in nursing preferred; experience in teaching, practice, research and administration; credentials commensurate with tenure, or potential for tenure, appointment at the rank of Associate Professor or Professor; and eligible for NYS licensure as a Registered Professional

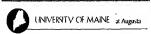
Send letter of application and resume to:

Margaret Briody, M.S.N., R.N., University of Rochester School of Nursing, 601 Elmwood Ave., Box HWH, Rochester, NY 14642

An Equal Opportunity Employer

FULL-TIME FACULTY OPENINGS 1992-93 ACADEMIC YEAR

MT. SAN ANTONIO COMMUNITY COLLEGE DISYAU



FACULTY POSITION IN MUSIC

THE Userwise I whice a Lusaria is easting an Autism Proberor of Mainte on III a failure, comparing the easting an Autism Proberor of Mainte on III a failure, comparing the easting an Autism Drawn Pressure and Contemporary Mainte prompt in the Contemporary of the Coloring is Probable for teaching core currierism music concess in the Jazz can Contemporary Mainte prompt including lecture cores in the Jazz can Contemporary Mainte promption and property of the Comparing Property of the

Review of applications will begin February 17, 1991. Position will ramain open until filled. Application Procedure: Do not send tapes now. Please sond letter of application; current resume; transcripts; and the names, addresses and phone sumbers of three current professional references to:

Chair, Music Search Committee College of Artu and Sciences University of Maino at Augustu Augusta, Maine 04330

THE UNIVERSITY OF MAINE AT AUGUSTA IS AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER.

FACULTY POSITIONS

Department of Curriculum & Instruction

Pot terrar bette, freelijk positiens it in begetrinsel of unrichen & Instruction For terrar bette, freelijk positiens it in peptrinsel of unrichen & Instruction, Fordated Stele University, Fordated, Gregor. The Department supportation, positiens is propositien positiens of the period of collect destination of the period of

not secure areas of Curriculum and Instruction will be of Urban andem Multicultural Education Curriculum Theory, Curriculum Development Sementary Social Studies, Elementery Multiuration Sementary Social Studies, Elementery Multiuration Psychology of Teerbing and Learning Teacher Education Program Referm and Development Integration of Special Nuest Populations Middle School Program Development

Médis School Program Development

The Opportunities and the Authority Profusor Invol. affective Supt. 16, trapportunities and the Authority of Approximation (Application Application Appl

Mailing Address: Chair, Search Committee, Department of Curriculum and Instruction, Portland State University, P. O. Box 751. Portland, OR 97207.

relien and stordings, arbeit is flust stated on the stordings of the stord

And iphotopy Are planeters, much cours, for a proper prope

Washington State University is an EC/AA employer and educator.
Protected group members are encouraged to apply

to, des return under all allerations between Alfabeliera, Alleration, Allerati

Athletica/Heath Education Summ You Colicse is accoming application; for the time nontenure track position in the Pro-cal Education and A United Descriptions (eacher) coaching to Master's Degree

BULLETIN BOARD: Positions available

CALIFORNIA STATE UNIVERSITY, FRESNO TENURE-TRACK FACULTY POSITIONS **1992-1993 ACADEMIC YEAR**

The bis-codity is carefully asserting to fill the following source-reak positions fring dates way to converbe the age-coding in June 100 errors to the age-coding in June 100 errors to the age-coding in June 100 errors to the decisions appropriant extrainal degree. For more information cause of the person indicated CAUT in an Affairst Action, Equal Opportunity Employer, applicates with the resultent demonstrayed to the rate, a digition, color, automal origin, s.e., age, or physical handrage within the linter supposed by law. Strong preference will be given as randalises with the ability in earlier to an orbitality diverse medical possible and the ability are detern as orbitality different senden opposition.

Code, influent angewen the respect to the production are defined by diverse models population.

Chifforms State Merivering, Person's in each of 20 seagues of the Chifforn's State University Current enrollment to approximately 29,100 students on a 1,600 sere rapper. Menopolitean frosts, with a milli-chief population of reve 600,000 is located in the hast of the San Jeaquin's Villey on the sesters of each of the Sant Political Mountain Bangs. The community offices affordable housing, progressive relocal, a breath of cultural and recreational propurations, and a pleasant social and physical environment. Certaily learned, Treen is while any device progressive and the second of the service of

SCHOOL OF AGRICULTURAL SCIENCES AND TECHNOLOGY

SACHOOL OF AURILOID URAL BARBOOK PRIVE PRIVATE AUGUST STATE AUGUST STATE AUGUST STATE OF AUGUST OF THE OFFICE AUGUST STATE AUGUST STATE AUGUST STATE AUGUST STATE AUGUST STATE AUGUST STATE AUGUST AUGUST STATE AUGUST AUGU

SCHOOL OF ARTS AND HUMANITIES

(Dr. Luis Costa, Dem) Journalism: One portion in Publir Relations/Advertning. Mustle: One position in Elementary Music Eduration; also directs a Chotal Entenible. SCHOOL OF BUSINESS AND ADMINISTRATIVE SCIENCES

(Dr. Joseph Pembers, Oran)
Financies: One position in one or more of the following aseas of expertite to preferred: immedial services and instruments. Instruments financial management, businests economies, and real estate.
Managemant: Two positions: One to be appointed as the Edward Reightard Frofestor of Management; one in Human Resource Management.

SCHOOL OF HEALTH AND SOCIAL WORK

(Professor Richard Ford, Ocen) Nursing: Three positions: One in Nursing Leadership and Management, one for a Family Name Practitioner and Nutring: Interpositions Commission on the Indian Commission of the Department Chair,
Social Work Education: One position for Hisman Behavior and Social Environment/Practice,

SCHOOL OF NATURAL SCIENCES

(Dr. Kin-Ping Wang, Dent)
Psychology: One position in School Psychology to assist the supervision of manter's level School Psychology
graduate program and to teach undergraduate and graduate clastes in related areas. SCHOOL OF SOCIAL SCIENCES

Or. Peter Klusten, Deanj
Chrimiology: One position, Specialistaspini use or more of the following area; (()) institutional and renormanity
chrimiology: One position, Specialistaspini use or more of the following area; (()) institutional and renormanity
the pression parties, (2) criminal, operational, juvenile, and constitutional law; reperties to whether sights
and participationae desirable or (3) victimale, operational, therefore, found in victims and separational properties of the pression of the pressi

CALIFORNIA STATE UNIVERSITY, PRESNO 2671 E. Barstow Presno, CA 93740 (209) 278-4240

UNIVERSITY OF GEORGIA

Tenure Track Position in Educational Leadership

In Educational Leadership

The Department of floatester Latendhy at the University of Corogin has a tenure trust vectory for all study nember whose preparaginal and archany tentress are such clearesty, and insulational supportment, An exercise control of the co

The University of Georgia is an Equal Opportunity, Affirmative Action Employer and applications from qualified minority and temale candidates are encouraged.

trends spreiches Hambs fiducation und statement in Bechefuld Comes und en nicht begreicht und der Berchefuld Statement in Bechefuld Comes und en nicht betreicht und der Berchefuld Statement in Berchefuld statement der Berchefuld statement der Statement der Berchefuld statement der Statement der

Abstractive process of the colors from televiers (1997) and the colors of the colors o

Visiting Position in Marketing

CARNEGIE

MELLON

UNIVERSITY

Graduate School of

Industrial Administration

The Graduate School of Industrial Administration at Careagia Methods and Justical Sacility for one or most object, and the second section of the Careagia Methods whose research submets and specimence will provide opportunities whose research submets and specimence will provide opportunities only the second provide opportunities exist of or projects with a surface just Careagia Methods and Careagia Methods

campus.
Please contact Professor Peter H.
Farquhar, GSIA Box CH1, Came,
gie Mellon University, Pittsburgh,
PA 15213: Iphone) 412-268-8838, (fax) 412-268-6837.

TEACHING FACULTY RHODE ISLAND COLLEGE

Established in 1954, Minde Island Cullegs, is a computationer, multi-purpose public todage located in providence, the State capital. The College's ginerogal mission is the characters of underst in the sam and invasioners, the College's ginerogal mission is the characters of underst in the sam and interactions of the College's ginerogal mission in the capital college ginerogal college gine control of the College gine c

The College in aimsted about three miles from the control business dutriet on 125 series with 26 modern building including athletic and recreational facilities. About 850 students have in the Vollege's renderine halls, with the balance communing.

FACULTY OF ARTS AND SCIENCES

Biology Trach introductory and advanced courses in Developmental and Molecular Biology (tenure track). Application deadline February 3.

Chromhery
Teach undergraduate courses no Analytical Chereutry, Instrumental Methods of Analysis and General
Chuniury, May reach Organic and Iliological Cherentry, conduct vigorous received program with
undergraduate students (tenure track). Application deadline February 3.

Biologicalistic material petities (1921), representation occording to the computer Languages and Management Develop and tearth undergradulate courses in 4th Generativa Computer Languages and Management Johnson of Computer Languages and Management Information Systems. Italian soluministical reportance required [Three-Year Term] Application deadling February 3,

English
Turb Intendencery Composition and/or Liserature contest, upper diversion courses in sect of specialization
and archive consequentian of business writing and conseputition programs (remire tar-4). Application
deadline february 3.

deature reconstry 3.

Teach African/American minority, ethnir, and/or non-western (especially African) licerature coorses, upper division courses in area of apecualization (tenure track). Application deadline February 3.

terrocan country in History Britan Labor and Incidental/Radical History with practical representation of tritial and France, Tarit underguduse and graduate course in Comparative History (tenun 12sck), Application deadline February 7.

Application duedline February 7, Machamentac/Companies Schemic Machamentac/Companies Schemic Machamentac/Companies Schemic Machamentac/Companies Schemic Machamentac/Companies Schemic Machamentac/Companies of marks at the college extension, geometry, companies science, analysis, applied nink or integration of marks in the college correlation (Three-Carlos Terrors), Application Machamenta March 18, Companies of marks in the college correlation (Three-Carlos Machamenta), and the college correlation (Three-Carlos Machamenta), and the college correlation (Three-Carlos Machamenta) of the college correlation (Tarlos Machamenta) of the college correlation (Three-Carlos Machamenta) of the college correlation (Three-Carl

currentum (crure trans), oppositions. Numbel a current R.N. License (three return track; two Three-Year Trus), Application deadling March 16.

Political Science
Teach Comparative/International Politics with emphasin nn politics of highly industrialized sorieties (tenure track). Application devalues February 3.

Psychology
Teelt graduate and sudergraduate courses in ficecurth Methods and Developmental Psychology and
Mithodology and Child and/or Adoktorne Psychology and Mateci arise. Conduct research and supervise audom sectarth. Prefer a focus related to multi-othnic and diversity Issue (tennue tracts). Application dredline February.

SCHOOL OF EDUCATION AND HUMAN DEVELOPMENT

Counseling/Educational Psychology
Tosch gradiens and undergraduate Educational Psychology courses in the Teacher Certification Program,
MA and CAST Programs leading to psychology certification (counter mick). Application deadling before the control of the Counter counter mick).

3. Elemantury Education
Teach gazdnar and undergraboute courses in Social Studies (2 positions), Language Arts (1 positions), Mahl (1 position), Indicate tearbing the intendictory rooms in demensary columbins, gazdants level course works and a years' experience on intendancy cloud teaching in area of specialisation. (Mahl—Two-Year Teams, Social Studies, Language Arth—Centure task), Application deciding Formery 3.

Sounday Malacation
This reconstry ucines reachers, in-service mining of professional seroniary education, turriculum treespornat in selected chicalities, needs college level contest in test of experite. Regulare infrared procession activate extraoria, advanced degree in one in the physical activate perfected (uniter activate perfected to the physical activate perfected (uniter activate perfected to the physical activate perfected (uniter activate perfected to the physical activate perfected (uniter activate).

cognication occiding resmitty. A. Teach runses which propage Phinory and Social Science majors for careers as Secondary Small Stables excluded. Social Science discipling on its Social Stables Education, extended particles, possible of the Social Stables Education, extended particles, possible occurrence, John appointment in History or savial science deportment possible (trent) tecks, possible of the Social Science (Proportional possible (trent)).

SCHOOL OF SOCIAL WORK

Social Work—Master of Social Work Program
Tuch course it Social Work Parier, Huntan Behmior in Social Environment. Activity rugage in
scholarsha, community service relevant to social work, and committee work in School and College.
Generalism perspective. MSW required; ductionate preferred (One-Year Temporary). Application deadline

CENTER FOR INDUSTRIAL TECHNOLOGY

CENTER FOR INDUSTRIAL TECHNOLOGY

Industrial Technology, and Courtod Syarina. Structure of Industrial Congestions, MRP II. Just-InTime Manufacturing, Contemporary Manufacturing Insert and Seringue, and Manufacturing Excellence
Irim Manufacturing, Contemporary Manufacturing Insert and Seringue, and Manufacturing Excellence
Irim Manufacturing, Contemporary Manufacturing Insert and Seringue, and Manufacturing Excellence
Industry and menugement exposuibilities, currand professional equilitation and 5 years (saching experious
at the college level (Proce-Year Term), Application fordation behavior, and 5 years (saching experious
at the college level (Proce-Year Term), Application fordation behavior, and sering experiment
and professional and the sering of the sering

An Affirmativa Action, Equal Opportunity Employe



RHODE ISLAND COLLEGE

slimate change yisks—ascello syolects that might be considered include satismaligh the might be considered include satismaligh the interpretate and the design of well-discipled to a limate change, to provide spiratile large, in any sent and satismore on the sati re-spiration with a sent and satismore on the sati re-spiration will—place it satisfies the satisfies of the cassenge, the validity of shermals or cli-mate change and the satisfies of climate, changes are satisfied systems. The climate changes are satisfies systems.



LOCK

HAVEN

LOCK HAVEN

UNIVERSITY

Lock Haven, Pennsylvania

Part-time and/or

Full-time Temporary

Faculty Positions

Lack. Haven University in these applications for part-time analog stall-time temporary faculty positions for the Fall 1952 analog ring 1931 secreedists. Takes positions are of the brainstack level and repairs a least secreedist. Takes positions are of the brainstack level and repairs a least that the stall that the positions can be appointed at the Assistant Protessor level for inhibitor positions can be appointed at the Assistant Protessor level for inhibitor positions and Lack Teneva based, campus in Cleardied. Other nequirements are listed with each disription. Send either of application, released, and the manes, addressed before the control of the contro

Review of applications will begin February 1, 1992 and continue until the positions are filled. Lock Haven University is on Equal Opportunity, Afternative Action Employer. Mirrority and women candidates are en-

COLLEGE OF ARTS AND SCIENCES

COLLEGE OF ARTS AND SCIENCES

EVELOPMENTAL PSYCHOLOGY—No protions one half-size, and one three-quarter lares, 1952-81 acids not continued to the positions include teaching introductory psychology, thild, added-corni, and other higher level developmental courses such as one specific nearly oblithood. The three-quarter time position fail limit into a lat, half-size of the position of the protection of the p

ACHTEMATICS—Two positions (Ull-time, 1992-9) analemic year, Teaching assignment for the first position will consist of traditional and drognodulen administics courses. Ph.D. in Mathematics is perfected, Teaching assignment for the second position will consist of development for the property of pulment, Consister Dr. Jonnes K. Stronger, Chalipperson, Sanch Committee for Mathematics.

Ser Mantematik.

1879/ICS—(Full-drine, 1992-93 academic year.) Teach undergraduste physica courses and laboratories. Applicants abouth have enthusism for undergraduste instruction to both in the classroom and the laboratory. Fh.D. preferred. Contact Dr. Arthur H. Gray, Chairperson, Department of Chemistry, Physics, Gouchone.

SCIENCE BUCKTION—(self-time, 1972-93 academic year.) Texth un-SCIENCE BUCKTION—(self-time, 1972-93 academic year.) Texth un-density of the self-time self-

COLLEGE OF EDUCATION AND HUMAN SERVICES

EDUCATIONAL MEDIA—("Mellin, 1992.9) acalemic your,) Responsibilities include teaching pinning, production, and evaluation of local-or quad or mellined materials instring, production, and evaluation of local-or quad or mellined materials instring, in conjugation, with the chemical control of the control of

BEHAVIORAL SCIENTIST Ph.D. with a license in Ohio or license eligible in Ohio to Join she Eordry of family gractice entere as Associate Program Discense and Onector of Behavioral Science. Durine Indiota stacking, Behavioral science to family parties of Science Durine Indiota stacking, Behavioral science to family parties of the Communication of the Communication of the Science of Indiotal Science of Sci

Temple University College of Education

Temple University is a senior, comprehensive, public research university located in the Philadelphia metropoliba area. The current consideration is approximately 31,000 statents. The College of Edwardson seeks to fill three terms teach faculty positions reduces to fill three terms teach faculty positions reduces to the contract of the contract of the contract of the contract with qualifications and experience.

and experience.

School Psychology. The Laparium of Psychological Studies in Idagolian seeks to fill a tenure track to fill a few properties of the Idagolian seeks to fill a tenure track to fill a few properties of the Idagolian seeks of the Idagolian

Education Leadership and Policy Studies,
The Department of Educational Leadership and Policy
Studies as excited in highly aleaned individual to fill a
leaner track position of Assistant Professor of
Educational Administration. "The Department seeks to
strengthen its emphasia on field-based, applied research
significant leave related to utran education organizations, management and leadership. Candidates must
linear accessed of Sciolarship or a decorated shifty to conduct educational research. Experience as an administrator, especially in an urban area, is desirable. Areas

os speciaty are open.

Urhan Education. The Department of Educational
Leadership and Policy Studies seeks to fill a lenuer track
Leadership and Policy Studies seeks to fill a lenuer track
outlined all the Assistant Professor level in the area of
urban education. The Interdisciplinary Urban Education
Program here proved seeking and courses from AfricanPostum here proved seeking and colorates,
or and colorates,
or and colorates and colorates and colorates,
prography and urban studies, accidoge, and colorates,
or from any related field, as long as the major focus of
interest in the urban environment and its impact on
urban track of the colorate in planty decision.

Applicants increased in any of the above positions should send a letter of application including a current vila containing the names, addresses, and phone numbers of at least three references who have been naked to forward itseless of recommendation. Materials should be sent in Search Committee, of Dr. Trevor, E. Sevell, Acting Dean, College of Education, TEMPLE UNIVERSITY, Philadolphin, PA 19122.

Applications will be reviewed beginning February 28, 1992 and continue until the positions are filled. Temple University is an equal opportunity? affirmative action employer. Women and ethnic uninorities are especially encouraged to apply.

Choose

TEMPLE



BUSINESS LAW (Lecturer)

Must have JD or LLM in hand. Will require teaching at undergraduate and Send résumés to:



Department Head & Professor Department of Civil and Architectural Engineering DREXEL UNIVERSITY

The College of Engineering at Dre all University invites applications and non-increase and the College of the end Control Decad University has a total enrollment of 11,500 undergradu-ent Control Decad University has a total enrollment of 11,500 undergradu-ent College of the end of the College of the College of the College of the College of the graduate programs, isodambip in the Government of departments (possioned assect had an expended filest and procure bees, Representation of the Copentines of College of the College of

Lovie.

It is patiented that candidates prosess the following qualifications: A record of learning at the college level, scholarly achievement and funded; assessed appelerance has void annel appointment are all generates with source of an amount PD. With at test one degree in Chd Empleaviere, Administrates the set of provinces and province a

at locate.

The Department is one of law in the Collection of organization for contract at 17 had one facility. Styling reproduction are 1154 fell and part-firms gendules the collection of the

esonel raterances, and other supporting information
Dr. Henry G. Horris, Cheir
Search Committee
Department of Clvid and Architectural Engineering
Dress Il University
Philadelphia, Pannsylvania 19104

Dre xel University is an equal opportunity, affirmative action employer, Women and minor-

The Knight Distinguished Professorship of Public Policy UNC CHARLOTTE

The University of North Carolina at Charlolla, a growing urban university arrolling over 15,000 diudents, is located in an expanding metopolitan region of more hen 1.3 million paople. The University here to provide the control of the Charlolland of the Kinghi Diulinguisand Professionable of Diulinguisand Professionable of the Charlolland of the Charloll

and assist qualified applicants for this serior-invest location. Candidate must be well published, specienced in securing extramulation of the control of t

present public policy concerns.

Areas of praferrad specialization inducta: regional development to include planning, land use and transportation policy, public management to include planning, land use and transportation policy, public management to include appeals generalized, capicity busings and program experience of the properties of the properties

Knighl Distinguished Professor Search The Urban Institute UNC Charlotte Charlotta, NC 28223

To be given full consideration, applications should be received by February 29, 1982, atthough the search will continue until the position is tilled. AMEDE.

Miles tracking of the configuration are and MAR levels.

Send returned as C.

CHARMAN DEPARTS. URLIVESTITY, FO. DEGY 85002

WORKED, TV. AND STORES AND RESIDENCE LAW

REPLICATION TO CHARMAN DEPARTS. URLIVESTITY, FO. DEGY 85002

WORKED, TV. AND STORES AND STORES AND RESIDENCE LAW

REPLICATION TO CHARMAN DEPARTS. URLIVESTITY, FO. DEGY 85002

WORKED, TV. AND STORES AND STORES AND RESIDENCE LAW

REPLICATION TO CHARMAN DEPARTS. URLIVESTITY, FO. DEGY 85002

Replication to the configuration of t

RULLETIN BOARD: Positions available

The University of Northern Iowa College of Education Faculty Positions Anticipated for Academic Year 1992-93

tment of Curriculum and Instruction astmant of Certiculum and Institution
International Conference Middle Level Education
Tamins tank: Position open und Illad. Screening of applicant testing
Tamins tank: Position open und Illad. Screening of applicant testing
Level Search Committee, Department of Curriculum and Institution,
Schindler Education Center 618, University of Northern lowe, Cedar
Falls, IA 50041-4056.

Schindler Education Cowler 518, University of Northern Iowa, Codar Palla, In 50304-1600. Eternating Education International Conference of Commission of Comm

House, Catter Freis, in Dours-security.

Holisson of Educational Landsmith Bland, Screening of applicants brights
Tensus study. Position open until Bland, Screening of applicants brights
Hearth, 1972. Send inspirates to Dr. Robert Declue, Coordinates of
and the Catter of the Catter of the Coordinates of
of Educational Administrations and Counseling, University of Northern
Coxes, Cacter Falls, As 50514-5051.

Department of Educational Psychology and Foundations
Administrational Psychology and Psychology

Administrational Psychology.

arminest of schicetural Psychology and Foundational Psychology family/sectate Profestor, Divelopmental/Educational Psychology Tenure track. Position open until filled. Scriening of spiticants begins March 1, 1992. Send Inquisits to Dr. Barry Wilton, Histol. Department of Educational Psychology and Foundations, University of Northern Iown, Ceder Falls, M. 50514-0507.

lows, Ceth Falls, N. 9010-4-0007.
astranton of Bigscell Edusestion
stepl Prolesco, Secondary Vocational/Carear Education Tasching
Tenure track. Salary competitive. Open until Bled. Applicant accepting
to stert February 1, 1992. Apply with vite, transcripts, three laters of
reference for Charle, Search Committee, UNID Department of Special
Education, Schindler Education Center 150, Ceder Falls, Vs. 506146001.

partment of Traching resided prisons are stoked to apply for the positions lated below. All so tensive track positions. Review of applications will begin on February 18, 1992 and confined to uniform and the prison of the benefits section. Feynward a letter of application, current viris, prefer-tor. The Coper Review of the Prison of P

2/0-049/.

partnered of Treaching-Office of Student Field Experience distant Professor, Shudent Treaching Coordinator/Supervision (4 position) definity your registral professor. If West De Mories, 2 for Dodge, the Control of the Co

Joint Appolament of Teaching and Curriculum & Isetruction
Departments of Teaching and Curriculum & Isetruction
Departments of Teaching and Curriculum & Isetruction
AssistantiAsocial Professor, Instructional/Informational Technology
Coordinate and Acquaid Information resources to create either to program model for N-12 and eacher education programs in Integration
of Ischnology Info Instruction. Earned doctorals preferred. Will Intertwee of ACC.

of lechnology linic Instruction. Earned discorrelle prelavant, Mid Inter-tives et Alex. Childhood Exhaust Professor of Teaching. Exh. Childhood Exhaust Professor of Teaching. Exh. Childhood Exhaust Professor of Teaching Exh. Childhood Exhaust Professor of Teaching Exhaust Professor. Elementary Exhauston and Exhaust Professor. Elementary Exhauston Childhood anythesis Instruction-National Professor. Elementary Exhauston Childhood Exhauston Exhauston Childhood Exhauston Exh

atiodimis. Materia e regularis, doctorate preterred.

Interchaftstein Professor of Teaching. Closed Director.

Chorell program for modelle and logis achood and work with undergondichorell program for modelle and logis achood and work with undergondichorelle and the program of the professor of teaching. Abbit Education
Classroom instruction of the middle and high school levels plus work.

With undergonation is incoher dequotion and undersit. Relater's required, doc
intraction higher deposition and without professor of professor.

Instruction is professor of reaching. Willinson ond Physical Education

Instruction is profused education and wilesse for grand after 16.2, conch
ling, and work with undergonalises teacher solucion intuitions. Polarer's

Materiol-Material Physicaer of Teaching. Bermanius p Education.



UNI is an Equal Opportunity Educator and Employer
with a comprehensive plan for Alfirmative Action.

specific control of the control of t

GEORGIA SOUTHERN UNIVERSITY

Faculty & Department Head Positions **School of Education**

Coorgia Southarn University is a region of the Coorgia Southarn University System of Georgia. Our rela of growth, graduate porticipation excepting the apportant system of Southarn University State (School of Education school), and high sheet of optimal funding secret by a unifacility last year, and sheet of the Coorgia Southarn University State (School of Education Southarn University State (Southarn University State (Sout

positions. We are looking for bright, energetic, and aggressive persons to fill these positions. Applicants should sand a letter of application, currant vites, and a list of reterrors to list context persons as indicated. Deadlink for receipt of applications for sit positions: January 15, 1992. All applications and entering Board of Regents approxist. Positions a validables, Stepinders, 1927. It an area to applicate as and entering the receipt of the positions are step in the positions and other reterrors. And other non-evaluable information will be open to public inspection under the Georgia Opan Records Law. Georgia Southern University is an Allmative Action, Equal Opporativity Intelligation.

University is an Altimative Action. Equal Opportunity institution.

Department New Compartment of Bistern Development Programs. Associate of Pull Professor
This twister morth positive new State of Programs and Programs. Associated of Pull Professor
This twister morth positive new State of Pull Professor
This twister morth positive new State of Pull Professor
This twister morth positive new State of Pull Professor
This twister morth positive new State of Pull Professor
This twister morth positive new State of Pull Professor
This twister morth positive new State of Pull Professor
This twister morth positive new State of Pull Professor
This twister morth positive new State of Pull Professor
This twister new State of Pull Profes

Enhibertify, Lendrum (Stot E144, Statespoon, sectings survey); 1915 out-overs.

Ently Childhood Education (14-4)

Ently Ently

Childhood Education and Reading, Georgia Southern University, Lendrum Box 8144, Statesborn, Georgia 9-0460; (912) 614-512). Early Childhood Education (K-4) Treplacer (Proplacer (Proplacer)) and the Childhood Education (K-4) and supervised states of Associate Perhaser (Proplacer) and the regional wavenily arculate laceborn and application of the Childhood Education (K-4); and supervision of student laceborn Academic advisament, research, and publication are expected. Registrements; Earned doctorals in Early Childhood Education (K-4) or an expected and the Childhood Educ

(617) 681-5121.

Rdusallonal Psychology - Assistant or Associate Professor
This position regime is setting to the Committee of the Committee o

(912) 881-3091. Middle Grades/Secondary Education - Assistant or Associates Professor Courted and Professor Courted Courted and Professor Courted and Professor Courted Courted and Professor Courted Courted and Professor Courted Cour

THE UNIVERSITY OF TEXAS AT DALLAS ASSISTANT PROFESSOR-ARTS AND PERFORMANCE

Visual Arts

Applications are invited for a turn't reach Assistant Professor in the Visual Arts—Nutlik Media Video. We made an artist who is interested in our tripologistic in the confining growth and development of an interdiscipating in the confining growth and development of an interdiscipating program integral high the vert and development of an interdiscipating program integral high the visual professor. The School of the Arts and European integral high the visual professor in the School of the Arts and European integral to the Arts and European integral and the European integral and the Arts and European integral and Euro

Academic Search #173
The University of Texas at Dalles
P. D. Box 850688
Richardson, TX 75083-0688

The Committee will not consider incomplete applications The University of Texas at Dallas is an Affirmative Action, Equal Opportunity Employer.

Progressor of Shoker at The College of St. Carbon seates the only present below of the College of St. Carbon seates the only present below of the College of St. Carbon seates the only present below of the College of St. Carbon St.

cents. S. paul, samendas 2010. DEVAN-lendings Pepidaser. Two replicites artificial August, 1973—as confirmed portions. Large of the Company of the Company of the Company of the Company Large of the Company of the Co

Muncle, Indiana

The School of Music Invites nonlineators and applications for three high crims the many and applications for three high crims the many and applications for three high crims the many and applications for three high crims are the many and applications for application for a register for all posterior for a first formation applications for application of the many and applications for application for a register for all posterior for ABDs, compare thereby and other cognities areas in manife desirable. Solary is commenced to the application of the manifest for a posterior for ABDs, compare thereby and other cognities areas in manife desirable. Solary is commenced to the application of the manifest for a posterior for a first formation and applications are accorded in the posterior for a first formation and applications are a first for a first formation and applications and applications are a first formation and applications and applications are a first formation and applications are a first formation and applications are a first formation and applications are applications and application ner search Committee.

False Tacelang and Payformanca. Teach studio faste, perform in the Musical Arts Quintet, recruit for the flute studio and coach chamber music Additional performance apportunities may be available in the Musical Symptomy, Mester's degree in dute required. Dr. Fred Ehnes, Chatr, Flute Search Committee.

SCHOOL OF MUSIC

Ball State University

Committee.

Trombons Tasching and Performance - Teach studio trombone, perform in the De Camera Break Quinter, recruit for the trombons studio and coach elember music. Additional performance apportunities may be explaible in the Manda Symphony. Master's degree in trombons required. Dr. Erwin Museller, Char, Trömbons Search Committee.

Ceast, (rempone Seitarth Continuities.

Tapes and other supporting manufae will be requested of finelists, please do not send these materials undirequested. Formed review of eppications begins on February 16, 1992 and will continue until the positions are filled.

Bell Stele University is an Equal Opportunity, Affirmative Action Employer and is strongly and actively, correlated to diversity within its occument.

well downiged. Field States facilities and he a touch of the content of the conte



Teachers College. Columbia University

Department of Curriculum and Teaching Assistant/Associate Professor Two Year Appointment, Renewable and Tenurable

To participate in the programs in curriculum theory and history of the curriculum field. Responsibilities: Offer graduate crurses and direct ductoral research tucuring on theory, history, itesign and rievelopment of curriculum.

ing on theory, natory, along and the deturement of curtification. Qualifications: Lorend shortcoare machine through settings and strong and official continuous control of the control of

Department of Higher end Adult Education

The Organization of Higher and Adult Checking annuances to be levelly purious for the Organization of Higher and Adult Checking annuances to be levelly purious for the 1992-50 actioning year. The Department has massive and decivated programs in factor areas. adult loarning, college leaching and actioning the organization of the organization of

Assistant/Associate Professor
Two year appointment, renewable and tenurable

Two year apointment, reserved and tensuable Primary requestion for solution from which obscrain programs with adultional transport of the control of the control of the control of transport of the control of the control of more, modicular is store in both the control of the story body, and programs of the control of the control of the control of programs of the control of the control of programs of the control of the control of programs of the control of programs of the control of programs o

Assistant/Associete Professor
Two year eppointment, renewable and tenurable

Two year epolalisment, reneweble and featurable Primary responsibly in the duble largest/Aux Edecelor Cadded Inde-responsible to the second primary and the second of research and practice in the following areas of adul education practice through a dull learning set of their blinding, adultiser research practice through a dull learning set of their blinding, adultiser research continuing, or professional education, familierly with one of the following control teaching, the workplace, the duble ferror on supray, interna-cious, Reisvart deditional greaters and the settle on supray interna-cious, Reisvart deditional generators to activities in a higher educationspadul-ate ducation to religious and dissentation advisorment.

are equations with legislation and testing and universal on approximate the Review of application will begin leaving 30, 1932, and continue until the Review of application will begin leaving 1932 of 1932 of

Department of Speech and Language Pathology and Audiology

Assistant Professor

Assistant Professor

Two year appointment, renewable and lenurable Teachers (January and Applications) received in a transferance of the property of the property

Qualifications: Earned doctorals; CCP-SP, e) lightly for state (iconse; evidence of successful readring experience; established record of research and success in obtaining entried inviting to support areaserch and suctionals; experience; and interest in working in urban ereas, with culturally divorce populations.

Responsibilities: Teach graduate courses; lead doctoral dissertations, main

tain extive research program. Rentwo disperientous will begin March 13, 1991 and confiaue until the search is accessfully concluded, taster of application, CV, 3 letera of iteration is accessfully concluded, taster of application, CV, 3 letera of iteration is a search of the conclusion of the conclu



Teachers College Columbia University 525 West 120th Street New York, New York 10027

ANEO Employer

the Antiente Productor level beginning in plaques 1972. Continues and produces the spaces 1972. Continues are requested to tachdist, and plat and two consists, restarch in the plat and two continues are required to the plate of the spaces of the plate beginning to the plate of purchased orders and plate of the order of the plate of the order of the plate of the plate of the plate of the order of the plate of the order of the plate of the plate of the plate of the plate of the order of the plate of the plate of the plate of the plate of the order of the plate of the plate of the plate of the plate of the order of the plate of the plate of the plate of the plate of the order of the plate of the plate of the plate of the plate of the order of the plate of the order of the plate of the plate of the plate of the plate of the order of the plate of the plate

Sinden Phytology | processus Physiological Committee | Physiological Physiological Physiological Physiological Physiological Physiological Physiolog

Biology/Zoology: Biology/Vertebrate Zoology: Ball State University, Muncle, Indiana. Applications are invited for a fear-intely vertebrate zoology roution as the assistant professor level in the Department of Biology evaluable Fail, 1992. Candidates are supported to have a commitment to

UK

ENDOWED CHAIR IN THE HUMANITIES

The University of Kentucky seeks an eminent scholar for its endowed Chair in the Humanities. This professorship, made possible by a grant from the Ashland Oil Company, represents a major commitment of scholarly and financial resources to the humanities, it offers us holdcrexceptional opportunities for continued scholarship and intellectual leadership.

We seek a scholar internationally known for his or her contribu tions to the study of humanities. The successful candidate will: (a) have produced aignificant work that has profoundly influenced thought in the produced algorithms work that has produced in the continued record of schol-hurstnities; (b) demonstrate the potential for a continued record of schol-arly schievement; (c) be widely known and cited outside as well as within his or her own discipline; (d) complement and further enhance existing College strengths; and (e) have earned recognition for teaching at both undergraduate and graduate levels.

The person selected will have a tenured appointment in one of the College of Ans and Sciences' humanities department are, in the case of a humanistic schofar from the social sciences, none of its allied departments. Salary will be highly competitive.

The University of Kentucky is the Commonwealth's principal Mate-wide institution of higher education and is a Carnegie Class 1 Research Institution. The Lexington campus offers the full array of academic and professional degree programs and is home to 1,000 faculty and 21,000 Indereracionis and eraduate students.

unnergraduja eas graduae students.
Letteta forminalis nor application (with a ev, if possible) should be seet to Dean Richard Edwards, College of Arts and Sciences, 21 Patternor Office Tower, Linivasty of Kenutcky, Landiguor, KY 40506-0027, phone (606) 257-1175 or fex (606) 258-1073. Initial screening of ons will begin on February 24, but applications are encouraged until the position is filled.

mill the position is titled.

The University of Kestucky is an Equal Opportunity/Affirmative Action Employer. Women and minority-group members are especially encouraged to apply. The Lexington Campus has a Pariner Relocation Program and a Family Employment Policy.

College of Arts and Sciences University of Kentucky

Bill and Vieve Gore School of Business



WESTMINSTER COLLEGE OF SALT LAKE CITY

Teaching excellents and convenience to prolessional exhibits and cobbye sovertiance as expected. Business experience is desired, inducibate teach could be surrouted tooss to expected. Business experience is desired. Inducibate teach could be surrouted tooss to contain the content of the

destable.

Management: Teaching responsibilities may include undergraduate and graduals course in management principles, human resource measurement, training and development, business management, training and development, business management, attaining and development, business etials, unall business management, attaining, computer applications, and waston studies. Ph.D. in management preferred, Ph.D. and the development of the

confiner to branchine on an option recept to surrive account to surrive accounts on the other control of the co

contact passed is travelly travelly gra-ter being reading for a security and a set being reading for a security and a security of the contact of the security of the contact of the contact of



Rockinni Cullege, a private liberal arts cullege with 1,500 kland part-lime students, is acciding applicants for feature text posteros fees oraclement, departments by start in August 1992. A he list Roppa institution from the 11 MeV, lockind Codego ofter bear forms in the 10 meV, lockind Codego ofter bear forms in the 10 meV, lockind Codego ofter bear forms with a medical code of the 10 meV of the 10 meV

wide waterly of Puttern acrowice, processoring sports sean, and technology and husiness Successful applicatis will provide evidence of escellence the Statement of the Statement of the Statement of Benefit and chication. Tocching load is 12 hours a semester, tolless offensk indicated, a lactimate its required. Bank and selany commensus with analitications

Department of Education and Child Davalopmant. Two politions: 1) Elementary tearlier utilization. Elementary school tearing experience and the ability to supervise elementary clinical experience.

expensive and the army to supervise elementary clinical eye-expensive and the army supervised in the property of the con-public school is required. Preference will be given to cardial and the control of the control of the control of the control graduate levels is required. Preference will be given to cardial the control of the control of the control of the control of the ment, grant-winting skills' billionary uductation, research and public-tions trackground in early childhood citucation. Control Dr. Ma-nood Butt, Chart.

nood Bitt, Chair Department of Mathematics. Position teaching a range of courses in mathematics, ability to leach courses is computer scient in destantials. Contact Dr Johns Scientiselser, Choir Bapartmant of Computer Science. Qualified applicant seat how at leach a material site gives to computer science of MS Ability tends importationated to the contact of the contact C

nona. CHILDET IT. CHEMIT LEIDIN, CHIMI.

Department of Anthropology/Sociology, Position teaching thrund mugo of shatulard sociology curries with an embatch intended by the residual listics. All leads two speciment resultant listing the residual listing collections required. Preference will be given to applicants who experience in community relations in supervision of intensity. Contact In. Pure Tubion.

Connect II. Peer I (vinia.)

Dapariman I Nuraiting, Nivilical singlen nursing laculty poets.

Qualifications include a mester's degree la medical-singed maste and leaching expertence; shocked preferred. Rockland College less on NLN—accredited USN program with basic and degree on pletin options. Continct Plurichi Letus, Chair.

Raview of applications begins Jan. 31. Send letter of application, curriculum vitae, and there letters of reference to the appropriate to the appr ale contact person of.

Rockford Collego 5050 E. Stote St. Rockford, 11, 61108-2393

Recklord College is an Equal Opportunity Employer. Applicates from women and informities are strongly encouraged.



EDUCATION

enure track position, tank open, aveilable August 1992.

onsibilities include teaching elementary and/or secondary ado and supervising student teachers. Possibility of essuming chairpers

Qualifications include an earned doctorate; college teaching a teaching and administrative experience as the elementary and/of secondary level. Experience with state education licensure/certification per te liberel arts sotting. Salary competitive.

Send resume and three letters of reference by January 29, 1992 to:

Dr. Louis Spellarove School of Business and Professional Studies Lambuth University

AA/EOE/MI

August, 1992. Ph. D. Diba, preferred, Adill to the control of the

Rudiners School of Business EOE
Businers School of Business and Public
Management. Available Professor. State
University of New York institute of Tech
sology at University of New York institute of Tech
sology at University of State of State
sology at University of State
solog

MINORITY FACULTY REGISTRY

The colleges and universities liked below participate in a registry which contains the viace ut miranty candidates who wish to be considered for faculty is aching positions. If you are interested in lessing considered by any of these institutions, please send a one-plage vita with the full lowing information to be entered into the companions of direct toy?

Name, Addross and Phone Number
Discipline: In which you prelet to teach
Highest degree earned, year, major rifel of study, college or university
Citizenship status, visa status flor non-US citizensi. Minonity classification
Other perithrul facts as applicable degree univ. In puzyess, homosavawadspecial qualifications, operfeirce, research, publications

Also, please send e full vita suitable for reproduction (limited to four standard typewritten pages) to Or. William B. Jones, Southwestern University, Georgelown, TX 78626; (512/863-1220)

geown, IX 78806: (17861-1720)
Hope College
Houston-Clear Lake, Univ. of
Pouton-Downtown, Univ. of
Journal College
Lake, Indiv. of
Lake, Indiv. Paget Sound, University of Queens, College Sendogin-Austra College Rendogin-Austra College Rendogin-Austra College Robote Stalling Robote Stalling Robote College Robote College Robote College Robote College Robote College Robote College Stall College Robote Stalling And Robote Stalling Robote Robote Stalling Stalling Robote Stalling Stallin Admin State College
Admin State College
Agnet Sont College
Admin College
Admin College
American University
American University
American University
American University
American University
Berlow University
College of New Jerson
Control Modern College
Control Modern University
College of New Jerson
Control Modern University
Control Modern University
College of New Jerson
Control Modern University
College Control Modern University
DeParan Univer Lawrinco University
Lebano Valley Colleg of PA
Lebano Valley Colleg of PA
Lincoln University (NOC)
Meet Valley (Noc)
Meet Valley
Meet Val Siens Callege Services of the Otteirbeth College Pace University Paclitic Lutheran University Paclitic Lutheran University Paclitic University of the Peoperoline University Piellier College Philadelphia College of Textiles & Science Pittaburgh Idonns

Other colleges and universities interested in participating in the registry should inquire at the above address.

Denium Administration Faculty problems to the problems of the

Business Advinistration: Management.
Faculty souliton for avenine MBA program. Responsibilities impites juscine, incourses in Ormaniational Statewier, Human Resource Management, and Marketing Management. The position requires
Ph.D. or DBA with related course amplaals. Successful teaching a particione at the

MONTCLAIR STATE

Openings - Fall 1992

12 Credits per semester

Founded in 1908, Montclair State serves about 10,000 undergraduate and 3,000 graduate students with a distinguished faculty dedicated to excellence in teaching, research and professional achievement. The institution maintains a strong commitment to the liberal arts and sciences with a vital general education program and a number of attractive professional and career-oriented programs. Located on a suburban 200 acre campus just 14 miles west of New York City, Montclair provides a rich variety of cultural, scholarly and recreational opportunities.

TENURE TRACK POSITIONS

SCHOOL OF BUSINESS ADMINISTRATION

counting (V-1) Two Positions. Teach mans geriel and financial accounting at undergradu-ale/graduale levels. PhD Accounting, ABD considered. CPA preferred, c/o Prof. D. Schulz,

Business Education and Office Systems Administration (V-3) Instructor/Assistant Prof. Teach undergrad courses in Office Systems Administration, Knowledge of microcomputer skills es-sential, PhD/EdD preferred, ABD considered, MA/MS required, c/o Dr. S. Cyrus.

Management - Two Positions, (V-4) Teach Management - Two Positions, (V-4) 18ech Business Steinistes and Management Science/ Operations Research, PhD/DBA preferred, ABD cossidered. Prior teaching experience de-sired, MIS experience a plus, (V-5) Develop-and teach course in IMIS, lead program develop-mental research in MIS. PhD/DBA in MIS preferred: ABD considered, c/o Dr. B. Min.

Marketing (V6) - Teach Marketing Strategies, Advertising, Consumer Behavior and Sales. PhD preferred; ABD considered, c/o Dr. R. Diblate.

SCHOOL OF HUMANITIES AND SOCIAL SCIENCES

Anthropology (V-11) - Applied anthropology, PhD required, c/o Dr. K. Brook.

Communication Sciences and Disorders (V-12) - Audiology & CCC - Audiology required; ell-gible for N. J. license in eudiology, c/o Dr.

History – Two Posktioas. (V-13) Modern Euro-pean, PhD required – specialization in German History preferred. (V-31) South Aslan History, Indian Civilization and Hambe olvitization and Modern History. PhD required c/o Dr. J.

Legal Studies - (V-14) J.D., NJ Bar and 3 years practice required. College teaching and expericace with disadvantaged and minorities required, c/o Dr. M. Tayler.

Psychology – (V-15) Community/clinical, PhD, Spanish language preferred; familierity with Hiapanic American culture and/or bicultural populations required, e/o Dr. Saundra.

Spaniah/itallan - (V-16) Spaniah language and linguistica special ist knowledge of Portuguese desirable. PhD preferred, ABD considered, c/o

SCHOOL OF MATHEMATICAL AND NATURAL SCIENCES

Biology – Two Positioes. (V-20) PhD Eukar-yotic Molecular Biology. Coordinate molecular biology program, teach georal/molecular biol-ogy. (V-2) PhD Biology/Phot Beology, some acimal. Task apeclally/genoral courses – do field work. ofo Dr. B. Lustigman.

Chemiatry - (V-22) PhD. Physical Organic Chemistry. Teach organic, physical organic and polymer or blochemistry courses. c/o Prof. R.

The second record and additional contract of

Mathematics - Two Positions (V-23) PhD Math. Teach applied mathematic computer skills essential. IV-24) Doctorate Math or Math Ed. Teach math edicollege remelonmental math/other mather

SCHOOL OF PROFESSIONAL STUDIES

Pollowing 3 positions include work in off-campus actings.

Curriculum and Teaching (V-26) - Teach undergraduote/graduate courses. Doctorate, research, K-12 classroom experience, c/o Dr. W. Enix.

Educational Foundations (V-27) Teach research, measurement and evaluation and/or critical thinking, Doctorate, research, knowledge of K-12 schools, c/o Dr. G. Bernstein.

Reading and Educational Media (V-28) ~ Unresulting and Exacutional media (V-23) - Undergraduate/graduate theory and practice of reading, Doctorate, research, experience teaching literacy, e/o Dr. J. Stone,

Home Economica - Two Positions which inolude aupervising internships. Doctorate in Home Economics near completion and research/ publication. (V-29) Teach undergraduate/gradu-ete family development. (V-30) Teach undergraduete/graduate courses fashion design. c/o Dr. E. Flint.

SALARY RANGES*

All positions Assistent Professor unless other-

Rank and starting aslary dependent on

*Montclair State has a long history of commitment to cultural diversity to its programs, fac-uity and students. To foster this multicultural covironment, the College encourages applications from minority group members for its fac-ulty openings. Candidates whose qualifications and experience are directly relevant to complementary College priorities (c.g. urban and mul-ticultoral coacerna) may be coosidered for a

Apply By: Review of epplications and resumes will begin on February 3, 1992 and continue ua-

til an appointment la made. Complete job description will be mailed upon receipt of application.

Send separate letter and resume for each position to: Montcleir State Montclair Sease
Box C316 (C) V#_____
Upper Montclair, New Jersey 07043
(include c/o oame, department, job title and V#

An eggel opportunity/affirmative action institution.



The University of Tennesse at Moth's is on a clour privary campuse of The University of Tennesse, privary campuse of The University of Tennesse, privary of Tennesse, privary of Tennesse, privary of Tennesse, privary of Tennesse, and the Tennesse of Tennesse, and the Tennesse of Tennesse, privary of Ten

cates who can demonariate a similar commitment.

Assistant Preleasor of Chemistry, Tanura practs position to begin
August 1, 1992. Applicants must have a Ph.D. in chemistry and a
strong commitment to learning and reason of an the undergredustal
to candidates teshad in analytic alternative control and to candidates teshad in analytic alternative control and to candidate teshad in analytic alternative country. This de-partment is ACS approved. Applicants should provide a complete cru-ticular writes transcripts to all actioning two days and a large for intree Chomistry. The triversity of Tanasease at Mersin, Aretin, Transcesse 32029. Review of applicants will begin Jensary 15, 1992, and continue until the position is listed.

until the position is titled.

Assistant Associate Professor Of Communications. The Osparimon of Communications. The Osparimon of Communications assists an experienced stavision theory and production seaths amenated as sufficient to the Communication seaths. 1992 Doctorate in Communications dealerd, Made's degree residence 1992 Doctorate 1992 Doc

39284-6091. Insiguior of English. Non-tanura track, mnewabla position. A candidate with an IMA or Ph.D. In English and diamonatmible ability in teach-ing treahman withing is dealerd. The successful seglicant will teach hours. Other easignments may include edvising students, committee service, engl public service. April public se inont. A review of applicants' credentials will begin on Jenuey 9, 1992.

Assistant Professor of British and Festly American Billedy, Tenure Inch. position to begin August 1, 1992. Must have on earned occionate track position to begin August 10, 1992. Must have on earned occionate universe of the professor of t

position is filled.

Assistant Professor of Political Sciance or Pusite Administration.

Tenues read; position to begin August 1, 1922. Much have an exemod position to begin August 1, 1922. Much have an exemod 1924. When the professor is the professor is the professor is the professor in the professor in the professor in the professor is the professor in the pr

continuo until position in Illiad.

Instruction Assistant Protessory of Food Systams Message ment, Applicational to begin August 1, 1952, Full-line, Insurer truck position, applications to begin August 1, 1952, Full-line, Insurer truck position, applications and the second systems of the second systems of the second second systems of the second secon

until poetitor is tilled.

Asselstant Protessor of Wildlife Biology, Tenune track position (a begin August 1, 1992, The persons holding his position will seach in August 1, 1992, The persons holding his position will seach service the person of the perso

The University of Tennesses at Martin is an affirmative solion, equal opportunity amployer. We are perticularly interested in mostlying nominations of and opplications from women and minority candi-

humous Asiminkirations College of Buri-ness Administration, Miramonts University University University University University College of the University Office United Spatistics or Industrial College University Office Office Office Office Offi CYA; America: and Associate Professor positions; a doctorate and teaching as perions performed, although ABD's complete dissertation will be considered. Minoralise and women are encouraged to sayly. Accounting, ascolatings, associating, ascolatings, associating, ascolatings. mericola, mengilana, manasancera, meri hanasancenia lepiterialan spatena. Tidal hanasancenia lepiterialan spatena. Tidal hanasancenia lepiterialan senta mericola iran bitan gelbeli praperilan senta mericola hanasancenia del properila senta mengilana Arabanasan banasancenia del properila hanasancenia del properila del properila laberania, benedica 3233. Memenia laberania, benedica 3233. Memenia laberania, benedica 3233. Memenia laberania pericola sul properila del laberania sul properila del properila del properila del properila del properila del properilaria, Arabanasa Arabanasa del genta, and 53 sepandas sentenia. Arabanasa del genta, and 53 sepandas sentenia. Arabanasa del genta, and 53 sepandas sentenia. Arabanasa del genta del properilaria del properilaria del genta del properilaria del properilaria del genta del properilaria del properilaria del genta del genta del properilaria de

Bushass Administration / Economics As-partana Cellege, Story Fells, South Datots invites a splitations for a term of eighte-nation in the Department of Business Ad-ministration at the mark of Suriance of As-position in the Department of Business Ad-ministration at the mark of Assistant or As-position Professor, Department of States 1979. Pt. D. b. Business Administration or Idl. Strophasis in the teaching of manag-ment information articus. Accordary new men information systems, accordary case to quantitative methodopyceritors po-tor quantitative methodopyceritors po-toringly of an equin limitative role in-portantly of an equin limitative role in-ternal to antidate an equin limitative role in-ternal to antidate an equin role of the recent to antidate an equin of a con-tract to antidate and a contract and in the postesses of a tensor-place flow-ard to inquisitor of a tensor-place flow-mary and a second contract and a second role of a second role of a second role of promotion and protectional goals to, Japanous personal and protectional goals to, Japanous Acceptions Allings, Augustan Couley, Phi-sey, America, Alexa Volta, Sooth Beston Voltantial Country, Augustan Couley, Phi-verson and Country and Country and Country and Country and Protection and Country and Country and Country and Country and protection and country and country and country and country and protection and country and count

SOUTHERN LOUISIANA UNIVERSITY Hammond, LA 70402 The College of Education is seeking Assistanti the following tenure-track positions:

ne: nonwing senure-nazo positionis:
DEFT, OF ZDDCATTON. Effective August, 1992. Ph.D./Ed.D. Teaching, research, and service required. Evidence of actualisty and professional activity, university localings and activity, university localings and activity to the senure of the senure o

Educational Administration: Teaching dulles in administration/su-pervision. Experience se elementary/secondary teacher and adminis-trator.

TRION.

Educational Psychology: Teaching duties in educational psychology. Experience in an appropriate educational setting preferred.

Blanantary Educations Teaching duties in elementary education methods. Experience as elementary seacher required.

Reading Educations Teaching duties in reading/fileracy. Experience as an alternative placether regime.

DEPT, OF SPECIAL EDUCATION. Two openings for Fall 1992. Inquiries to W. Clarm Morgan. Chair, Search Committees Southeastem LA university. Department of Special Education; P. O. Box 979-SLL: frammond, LA 70402. Hard more positions, competitive salarics, release time provided for research activity/grant applications.

time provided for reservic activity part applications.
Psychologism of Pethologism applications.
Psychologism of Pethologism Assistantiva Content Professor.
Ps.D. CCC-SIF with focus on adult neurogatic disorders. Applications are recruisinged from persons including a discinate dispersion of activities of adult professor.
Aversalis individual deterrior of activities of participation and participation and participation and professor of an adult in order of activities of a

Speech Scientist: Assistant/Associate Professor. Ph. D. to teach basic undergraduate and graduate courses and manage recently equipped computer-based (189) and Macintosh) speech science lab.

compilize-based 1980 cmf Macinienh) speech seffence lab.
DEPT, OF HEALTH, P.F., AND BALTCE, Antillable 1991-953 condemic
points modeller, including the property of the proper

Southeastern Louisians University is an Affirmative Action, Equal Op-portunity Employer and is actively seeking a diversified staff.



Newberry Colloge, a private Lutheren Church rolated collogo in South Caroline, offere the following positions:

MATHEMATICS

A tenure-track position in mothomotics beginning August, 1992, Rank datermined by trailing, oxparience, and responsibilities, Position replace retiring Dopartment Chair Doctorias required, Public school tacking required. Twelvo-hour teaching load each semester. Committoe service and academic activating expected. Raview of applications bogins Fobruary (b. Applications accepted until position is filled.

RELIGION

A tenure-tenck position in religion beginning August, 1992 at resist of Assistant Probasor. Broad internets and back-not be a resist of Assistant Probasor. Broad internets and back-not be a resistant probasor of the angular probasor of the angula

Sond resume, graduate transcripts, and names of three current references to Dr. John L. Setzlor, Deen of the College, Nowborry Colloge, Newborry, SC 29108.

Nawbarry College is an AA/EO employer.

noce, \$35,732 per year (tan except if quali-fied), Request application: (509)762-6203, Closing data 10 January 1987

The second of the first process of the second of the secon

UNIVERSITY OF CALIFORNIA at BERKELEY

at BERKELEY

FACULTY POSITIONS IN SIMULATION AND VISUALIZATION.

AND TECHNING ONLY, and LOW-TEMPERATURES DETYCES.

C.S., legining in thil "structure [1922, premises before the premises of th

The entidists should be slife to reach basic courses in electronic devices and or optoelectronics. It is expected that the appointment will be made at a senior, returned level, although applications will also be considered for a junior level appointment. junior level appointment.

(III) SUPERCONDUCTIVE ELECTRONICS/ELECTROMANNTICS. Craditives supple have meseres in superconducting dard cine
Tics. Surface supple have meseres in superconducting dard cine
ture superconductor. Cache transactive superconductive appreciation of the surface of th

Applicares must have a doctoral degree or comparable academic and informatical experience.

Interested persons should apply as uson as possible and by February 28, 1992 to matter full contriberation, to the Chantman at the address bated below, including a resunct, copier of publications, a statement of ancient, and matter and addresses of references

Penfusor Paul Gray, Chaluman Department of Electrical Engineering and Computer Sciences University of California Berkeley, California 9472st Telephone: (SII) 0424-0253

The University of California is so Equal Opportunity, Affirmative Action Employee.



JOHN CARROLL UNIVERSITY

DEPARTMENT OF EDUCATION

Two tenure track Assistant Professor Positions Beginning August, 1972

Flementary Education: Teaching responsibilities in Flementary Education with express preferred in reach or science education. Occupante, certain alone, and there years of the

School/Edecational Psychology: Yearbing responsibilities is School Psychology and Teacher Education programs: Dictorate its School/Educational Psychology Backing and school psychologist unperience and certification/incenture required.

chin Caroll, a trenh imittudon emolling 4,600 audents, is an equal opportunity employer and actively reeks applications from members of tradicionally under represented missibly proups. Sond leser of application, vist, official transcripts and three current letter of recommendation by February 14, 1932 to:

ent of Education, John Corroll University, University Heights, Ott 44:18-450

Complete Instruction, fight fines, impact the control of the contr

ing et oronthelites und inside letteris authorisers in above aircraft is other instruction and a laboratorist in store instruction and a strategy of the strat m jedzilam with threa litties of inference and the production is claimer. 1997.

German before, disconfidentiary betrained before, disconfidentiary betrained before, disconfidentiary betrained before, disconfidentiary betrained before the production of the FACULTY POSITIONS

Due to growth in student enrollment, expanding programs and new facilities, exciting teaching opportunities are available at Dowling College.

Dowling College invites applications for anticipated full-line faculty positione. The primary expectation of a faculty member of Dowling is excellence in teaching. Other areas of responsibility include advisement of students, research and/or echolarship, curriculum development and departmental and Collage committees. Ductors Degree or equivalent experience in respective field and teaching experience at the collage level are essential. Interdisciplinory appointments are encourage periodent, to-checked and teaching experience at the collage level are essential. Interdisciplinory appointments are encourage periodent, to-checked only in the college is an independent, to-checked only in the college of the programs in liberal arts and professional disciplines, great data great and continuous administration and education and post-masters offerings in oviation meanagement administration and education and past-masters offerings in oviation meanagements. The college is located on the south shore of Long leland, filly miles east of midtown Manhattan.

ACCOUNTING

Teaching requirements include graduata and undergraduate courses in Managerial Accounting. In addition, the qualified individual must provide leadership and assist the College in developing a quality 150 credit hour program in Accounting that will lead to tha development of a Mastera Degree.

AVIATION AND TRANSPORTATION

auch as National Transportation Systems, Intermodel Transportation Management, Systems Management Analysta, Aviotion and Transportation History and Operatione, Logietics, and

CHEMISTRY
Organic Chemistry professor to
share responsibility for two person discipline. Teaching responsibilities includo Organic Chemistry, Biochomietry, Natural Scionce Core courses.

COMPUTER SCIENCE Knowledgo of various computer environments and Innguages is required.

EDUCATIONAL.

Experianca in public school administration required.

ELEMENTARY EDUCATION Exporience with Computers In Education and elegaroom teaching essential. Student tonching supervision experience preferred.

COVERNMENT

Competence in Government and teach Western Political Ideas and Institutions In a Liberel Arts Core

BUILLETIN BOARD: Positions available

Potential opportunities for Aviation-Transportation educators in specialties

ADMINISTRATION
Must provide departmental leodorohip and curriculor development in the
field of Educational Administration.

Political Science, with special emphasis on International Relations, Ability to

HISTORY Specialization in American and World Hietory.

MANAGEMENT

Management generalist with expa-rience in Organizational Behevior and Human Systems Management, an abili-ty to teach Operations Monagement is

PHILOSOPHY

Expertise in the History of Philosophy, porticularly classical Greek ond Romon Philosophy.

PRYCHOLOGY Expertise in Industrial/Organizetional Psychology,

READING/SPECIAL EDUCATION

Commitment to a whole language philosophy and to teaching in main-streamed settings. Experience in teach-ing Reading and Special Education is

SCIENCE EDUCATION K-12 Science Education. Teaching experience at Elementary and Second

ory lovels required. VISUAL ARTS

Two vacancies avoilable to cover o vorioty occurrece in Painting, Drowing, Art History, Graphics with obility to teach Art in Western Civilization in Liberal Arts Core program. (MFA with appropriate experience required.)

Thore are exciting opportunities for adjunct feculty oppointments in ell disciplinee for day, evening and weekend teaching. The College offers excellent

benefits olong with o competitive selory.
Please send letter of interest and curriculum vitee to Director of Human Resources, Dowling College, Oakdalo, L.I., N.Y. 11769-1999

DOWLING The Personal College"

Where Everyone Grows An Equal Opportunity/Affirmative Action Institution

rate an expected. The College of Chydrotry is not subsected with an arcollege of
the single college of the street of
the single college of the street of
the single college of the street
to the single college of
the single college
the single col

the under Mollichium Studies.

CALL Dyvolymania Traves-track Antidement and Plancia Thinking. Come of Cristian and Studies Thinking. Come of Cristian and Studies Thinking and Thinking and

and evaluation of intercentages methods to see in the tolerance and media discusses with the tolerance and media discusses with a comband on septical function of the comband on septical function. In the content, and content of the content of the content, and content of the content of the property of the content of the content of the property of the content of the content of the first the content of the content of the con-tent than the content of the content of the property of the content of the content of the light on the content of the content of the light of the content of the content of the light of the content of the content of the light of the content of the content of the light of the content of

Communications Full-line trains risch Be-tigly position of early level bedwinty, regions of early level bedwinty, re-leased to the early level bedwinty, re-spectives, Positions of the Ph. O. on the ABO in Communication, ro-tudes with separative in Radigl Policylone poduction and expressing small relevancy (II). Application with the begin February (II), 1923. Submit current wite, assets and states of the Position of the Position of the Position of the Sheet Review Garas, Advance Collect Ad-riance of the Position of the Position of the Position of the College of the Position of the Position of the Position of the College of the Position of the

Communication: Northwesters University is coopening a search for sa assistant professor is interpersonal communication for teams truck position to begin September 1, 1992. Candidams abouts have a stress in-

constant of the entering is unarity in the constant of the entering is unarity in the constant of the sales about having specializing in one or more of the following pressuration, or more of the following pressuration and three laters of recommendation to Allean B. shold, Fales. Senset; Computers and three laters of recommendation to Allean B. shold, Fales. Senset; Computer and Computers of the Computer of the

Communications The University of North Carplina at Charlotte, Communication Studies are Charlotte, It fill the following

A Bullotlu Board notice will quickly put you in touch with the best prospects for the positions you have available.

BROOKLYN COLLEGE/CUNY ANTICIPATED FACULTY POSITIONS FALL 1992

Orooklyn Cullega is a comprehensive liberal arts institution, located on a 26-cem afte in an urban satting, serving 16,000 students in 95 undargraduats and 75 gradunic programs. The college is committed to providing the highest quality oducation to students of diverse elimit, religious, and

requestion energements are the Assistant Professor laws, except as moted. Doctorate required. Candidates an expected to leach undergraduate and graduate courses, conduct research, perticipate in curriculum development and other departmental activities. Demonstrated excallence in teaching and a significant research and publication record essential.

Artist / Photographer to teach beatc and advenced photography courses with en amphesis on black/white darknom procedures (knowledge of color desirable) and best involumentation design courses; a familiarity with basic computer image manipulation software necessary. Experience as a photo journalist sensitive to photography's capacity to expand acute conscious desirable.

BIOLOGY

Conduct creative research using modern methods of molecular blology or immunology to invastigate problema in cell biology, devalopmental biology or neurobiology in a moulo oukaryotic organism.

CLASSICS Specialization in Roman literature, dvilization or specialization or Activity and Community and

ECONOMICS

Teach primerily in business and accounling programs including corporation financial management and invostment and security markets.

EDUCATION

Tach early childhood isocher education courses and direct the early childhood laboratory achool; experience in working with urban populations including expertise in the developmental needs of children and their families essential.

EDUCATIONAL SERVICES

Counselor with specialization in counselin Counselor with spaciolization in counsainty sychology or other appropriet discipline to do group and individual counsailing, including work with situdents on seadamic probation; teach freshmen orientation courses in the collego's opportunity program (SEEK). Previous experience essential.

FILM Teach introductory production courses and advanced courses in icreenwriting, sound and directing, with an omphasis on the normalive fiction film; auparvise independent student productions. Doctorate or Mesior of Pine Arts degree plus professional experience in film

GEOLOGY

Environmental Geologiai with a specialization in gaphysical hydrology, anvironmental gacchamistry or gootochnico/anglocoring goology to teach courses in onvironmental and addimoniary geology and superviso Master's/ Doctor

HEALTH AND NUTRITION SCIENCES

Specializations in food adonce and food service management. Also supervise Master's litesis and student research projects and participate in the days lopmant and function of proposed American Distallo Association Advanced Placement 4. Registered Diotician credentis

HISTORY

Daniel M. Lyons Visiting Professor in American History at the associate or full professor level.

Endowed chait for an historian with a broad background in the field whose research concerns the control of the

POLITICAL SCIENCE (2 positions)

One position with a concentration in public administration, public policy and constitutional law, the other position with a concentration in international politics, law and organizations.

PSYCHOLOGY

Research interests in learning, conditioning, or cognition (animol or human), background in neurosciance/nouropsychology desirable; lenching includes courses in the University's doctoral aubprogram in Experimental

TELEVISION/RADIO

(2 positions) Rull Professor to serve as sentor faculty momber in the Master of Science program in TV Programming and Management and in software program in TV Production; leads to course in mass program in TV Production; leads course in mass in the sentence of the Aria program in TV Production; leads course in mass in the sentence of the sentence

Asalstani Professor to lonch television Assasses Progressor To functifiate states are production occurses including single crimera production in a variety of lape formose, elements of TV studio production end sight's sound/motion (media assistellos); noves ne Executive Productor of programs produced by Masser of Pine Arts students. Doctonia, or five years of Pine Arts students. Doctonia, or five years of professional experience in wisholp production.

THEATRE

Toch course in directing, exting and related eneety provide leadership in the downlopment of the Mester of Pine Arts program, including recruitment, eurriculum development and serving as all show with revening and energing a substantial plant of the representation of the provided leadership and internatings direct one or two molestage productions each same. Experience as a stage director with professional cradities each with the professional cradities

essumm.
All appointments are subject to financial ability.
Selery rengo is commoneurale with
upolitications and experience. Bull Professor
546, 310-366, 310, Associale Professor 527, 309555, 179, Associale Professor 528, 509-466, 176.
Appointmento includo on compleia benofite
package.

Please send resume and three reforences, by Merch 16, 1992, to: Dr. Joan V. Rome, Director, Personnel Services and Labor Relations.



BROOKLYN COLLEGE CUNY Brooklyn, NY 11210

An AA/RBO Smolover M/P/H/V

strice. Raview proorse will begin imme-tely and continue until a saltable candi-is foreted. Assistant Professor: Ten-tunck appointment begins August 1992, or college level teaching required. Ph.O. cities of appointment required. Ph.O. edition. Molor tast has responsessors a un principal manual principal manual principal manual the test of the second second

Communication: Written Communication in Business, Cornell University: Cornell University: Cornell University: Cornell University: Cornell University: Cornel University: School of Block Administration writty's School of Block Administration

mental non unemanicales. Describes technica virtues contramination as and machine virtues contramination as and machine insider to emphasize bedience machine insider to emphasize and machine contramination to the part of the contramination of the contramination of produced produced and the contramination of a completion of the contramination of completion, conferring participal and the produced of the contramination of such possibility of conferring the first tender of the contramination of the completion of the contramination of the completion of the contramination of the completion of the contramination of the contraminati



Queens College, Sunded in 1857, is a private comprehensive college affiliated with the Prestlystrian Church (USA) and located in Charlatta, Nic. The college includes a conductational, relatefalls liberal arts program and several undergraduate and graduate evening programs for working office. Unevents located has pleasant zero of Charlotta, a level and growing urban center. We are at specially eager to receive applications from minority and famula candidates.

Faculty Openings for 1992-93:

Biology: Truur-inck ansistant professor. Candidote must have the Ph.D. in biology and training and interest oppropriate to introductory to the professor of the

Department of noisegy, Queen Unique, Chantons, Nr. 2019.

Camposition Ph. On composition and hastice to leach freshman composition courses in integrated undes graduate curriculum and to assist in wriding lab. Oppositunity to teach in flourishing adult vening program and in the college's one curriculum or communications programs. Prior teaching opportunes of plus. Letter displication, curriculum vitas, and names of there reference in Professor Calify Bowers, Chair, Composition Search Committee, Queene College, Chestilar, V. 2207.

non search committee, Queena College, Christote, NC 28274.

Computes Information Systems: Turne-read; easistinar portseur. Ph.D. in Computes Information Systems or raisted field prefared. Accounting backgrownth platfol. Dates in Ludde tasching all levels in US major. Teacting a sperience with CASE tools, analysis and dasigs, and COGOL, reading a sperience with CASE tools, analysis and dasigs, and COGOL states of the Committee of the Case of the C

20274.

Bucarlon: Two lanuar-track assistant professor positions, Ph.D. or But, S. neguined. Part position is in aluminary education and specime the professor position of the professor position of the professor profe

oon rivigianis, Quiemos Coeggi, Clarionis, N.C. 2024.

Penchi Termus-backs suisianis professor, Ph.D. required. Duties includa tesching all lavels of French language, literatures, and divilization. Native or near-native literacy, interest in interedisciplinary over curviculum tiping by desirable. Application intere, curriculum vitae, and names of incorrelements to Dr. Michels Shaul, Chair, Deserment of Foreign Languages, Queena College, Curdotte, NC 2027. To ansura full consideration, applications due by Jan. 31, 1992.

nous, apprenous our oy jan. 31, 1792. Mathematics and Computer Science Teruse-track assistant professor. Applicant must have strong commitment to quality teaching and a demonstrated shiply to beach a veatery of undergraduate common in antihematic professor. In antihematic professor in the common strong the common strong that the common strong the professor is not professor to the common strong the common strong that the common strong the common strong that the common strong the common strong that the

dete Jan. 31, 1922.

Psychology IV se beurus-back assistant prolescop positions. Both require the Pt. D. in psychology and demonstrated commitment in undergraduture Pt. D. in psychology and demonstrated commitment in undergraduture Pt. D. in psychology and demonstrated commitment in undergraduture and psychology of isaming, May also pswidopate in investigation; cognition; and psychology of isaming, May also pswidopate in investigation; control of interest in the psychology of isaming, May also pswidopate in investigation; commitment of interest in the psychology of isaming, May also pswidopate in investigation; control of interest in the psychology isaming and seasons of interest in the psychology. Technique in the psychology isaming and seasons of interest in the psychology isaming and interest in the psychology isaming in the psychology

Chartone, Nr. 202/4.

Steclingy: Tentu-riseck assistant professor. Ph.D. and teaching experience regulared. We seek a generalist who can teach, among other counts a product of the produc

PHILLIPS UNIVERSITY **Psychology Position**

Philips University inviers applications for 0 innure-track position as Audistral tests course in general, rockal, personally, shortman, developmental and preferably history of paythology and individual-quantition also with A Co-bour resolving base per time is usual. PTO, is predered, Demonstrated read-plants in a chart health of the predered properties of the pre-grams in a chart health of selection of predered, Application will be reviewed largening March 15 and continue sent the position is filled. Send letter of search and selection of the predered properties of the predered scaling and research adulty to Dr. Proratt Redding, Chert, Diedon of Behavioral and Social Sciences, 100 South University Awerus. End., QK 73701. Alternative Action, Spain Opportunity Employer.

Companience in the Association for Comguige closes. Seedilet: Companience in the Companience of the Compan

Join The Nation's Foremost Community College Foculty Where Students Are Top Priority.

Share in a rare opportunity for broad-based growth, and anjoy a elim-ulating, chaltenging, multi-cultural/ethnic proteedonal work anviron-mont.

- The Collage's a faculty and earlf of 2,500 care about the success of the multi-culturs/arishnic student population. Care a success of the multi-culturs/arishnic student population care and experience of the control of the comments of the control of the contro

- Miami-Dada Community Collage offers
- a compatitive selary benefit as a compatitive selary benefit as a lifet rele cafelera busility program designed for personal choice a literative war schedulest program designed for personal choice a time off with salary for prefeablened growth a time off with salary for prefeablened growth a trong faculty governance.
- ance policy a e showcasa for creative/innevative ideas.

Qualified applicants with graduets degrees are encouraged to apply.

Opening articipated for Fall 1992 in the fallowing deleptines:

Basic Communication: Writing Blolegy Chamilary Earth Belance Economics Sudment Economics Sud

** Other epanings: Nursing instructors (various pacelatina)
Emergency Medical Tochnology (Peramedica)
Cardio Respiratory Therapy
(EXC or nelsed cardiovascular peotelly area)
Diagnostic Medical Stanography,
Program Coordinator

** Requires State licensure or aligibility to acquire Floride licence and extensive professional experience; teaching experience preferred.

Formal application requiract; call 305-237-2050 for an application form. Cepies of transcript(s) and three letters of protestional reference must ecoompany the application. Only completed application packages will be sona



Southern Methodist University **BUSINESS POLICY**

Nomination and applications are now being accepted for the Arm Co. Chair in Business Podry and for a fall or secretic greenery produced. The Business Podry and for a fall or secretic greenery produced to the Committee Podry and Earlies and Earlies and Earlies Secretical Plasmans. Sometime Medical University. The school series established scholars at each level whe are constructing to part several few secretic secr

one for the Ann Cox Chair should be sent to:

or na Ann Cox Chair should be sent io:
Richerd O. Mason
Carr P. Collins Distinguished Professor
Southers Mathediat University
Edwin L. Cos School of Business
Dalles, TX 75275-0533

Nominations for Full or Associate professionally should be sent to:

Ellen Jackafeley
Chele, GBF Department
Gouthern Mathodiet University
Elevin L. Cox School of Business
Dette: TX 75278-0533

Nominations and applications, accompanied by current vitae, should be re-ceived no later than February 20, 1992.

Southern Maihodist University is an Equal Opportunity, Affirmative Action, Tale IX Employer.

mech, [committed speciment, resemble, per committed speciment, and per committed speciment, resemble, resemble,

Positions

The College of Education at Arlanus State University leviles aggi-culturs for the following nine-menth feature-frait a position, Aggi-custs should have informatized or normaliness to working with inquisiteally and collocally diverse populations. All solaries are currencementer with public attents and experience.

DIVISION OF CURRICULUM AND INSTRUCTION

Assistant/Associate Professor of Math Education (K-12) Analian/Associale Professor of Math Education (K-12) This position registers an examed the noise wine you killage in majoristic calculation, was caveal too hing requestors in K-12 and the surface of the surface of the surface of the surface surface and the surface of the surface of the surface surface and the surface of the surface of the surface part of the surface of the surface of the surface launch and the surface of the surface of the surface launch and the surface of the surface of the surface launch and the surface launch and the surface of the surface launch and the surface launch and the surface of the surface surf

DIVISION OF PSYCHOLOGY IN EDUCATION

Assistant/Associate Professor of Learning and Instructional Technology

of Learning and Instructional Technology Required qualification between reader durationate workstanding sychology or psychology with a storage convertation in human carring and conflict Decisived qualification in multi-webbered interests in the relation between learnings, compliants, and entirection the relation between learnings, compliants, and entirely of the second cardidate is expected in such at his different expectation and an experimental production of the production

Application deadline is lamsary 20, 1992, and every two weeks thereafter until the parations are tilled

Picate send a letter of interest stating title of poofure, current curricultum vitaes graduate itanise ipin, and three till tectes of economiculation to the address clearly at an aliable, but our sequence, also sidmit evidence of fearing to vitalin, essues, unuse evaluatural and research place-plants, reportes, transparant plants.

Ats. Sandy Van Lugelenlure on Aosistant to the Ocan to Personnel College of Libration Adjusta State University Jempe, AZ 85287-0241

An Equal Opportunity Albertania A. ben I represent

ARIZONA STATE UNIVERSITY





MINOT STATE UNIVERSITY

The Culting of Bustimes strates applications and numeratoris has better tited patient within its business Administration, Accordancy, and Bustimes (fact data Bustimes) for the State State State Strategy and Bustimes (fact data Bustimes). Many fact patients are supported in the Culting of the State S

Positions are available in the following errors
Accounting All areas of specially widther until kind Chauperson—Prof Uswil Debter.
Management Information Systems: All areas of specially and be considered. Charges
on—Prof Robot Sandy.

Faculty

HOFSTRA UNIVERSITY ANTICIPATED FULL-TIME TENURE TRACK FACULTY **OPENINGS FOR FALL 1992**

Preferred Fields of Specialization Department

RIJLLETIN BOARD: Positions available

HUMANITIES

Drema & Danca

2 postero

Chemistry

7 maintana

Director of English as a Second Lenguage Program: Specialization in Applied Lin-guistics, to teach undergraduate courses in ESL and Macter's dogras level course in Linguistics.

Journalism Progrem; to isoch broadcost news and general jeurnalism courses. Must have writing, reporting and producing experience in broadcast and print journalism. MA and leaching experience required.

Technical Olrecter for Productions: MFA required. To teach stage croft, rigging, accessly construction, and to supervise crewe for production scittifies. Appointry to administrative statt or tacuity, deponding upon qualifications and experience. Critical Theory, Composition Theory, Rhetoric, English Literature—1500 to 1700, and African-American Literatura English Several positions are dable

A canesalat with netive Spanish fluancy. Spanish

Speach Arta & Sciences Speech Communication generalist with emphasis in Interpersonal and organize

Spasch Language Pathologist er Audielogist with spacialization in Speech and Haaring Science. Secondary erres euch es phonelogy, motor speech or acoudite destrable. CCC required. Departmont has ASHA-approved Master's degree pro-

NATURAL SCIENCES AND MATHEMATICS

Analytical Chemistry: to teach courses in Goneral Chomistry, Quantitative Analysis and Instrumental Mathoda.

Inorganic Chemietry: fe jasch courses in general chemietry and advanced inorganic

Electrical/Computer Engineering Engineering All ereas of specialization will be considered Mathematics

SOCIAL SCIENCES

Societ/Cultural Anthropology, with a specialization in Asia, Middle East or Latin

Amarican politica, public opinion, political parties. Z malainna International politics with area epecialization in Africa or Letin America.

Cognitive Psychology: Te teach such courses as Human Cognition, Bensellen, Perception, Neuro psychology, History and Bystems, Receipt Melhods. Psychology

Located on a 238 ecre residential campus in suburben Long lalend, 25 miles from Menheiten, Hotstre is a comprehensive university enrolling 7,000 full-lime undergraduses and 5,000 graduate end part-lime students in all ereas of the Liberal Arts and Sciences as well as in Business, Education, Engineering and Law.

Unless otherwise noted, a Ph.D. is required and teaching experience is preferred for all positions. Rank end safery are open and will be competitive and commentances with experience. Send returnes and references to the challperson of the appropriate department, Holeite University, Hampsteed, New York 1550-1060. Application desations, February 10, 1992.

HOFSTRA UNIVERSITY

Hompstend, New York \$1550-1090
Hofstra University is an equal educational opportunity institution.



STATE

ANNOUNCEMENT OF FACULTY OPENINGS FOR 1992-93 COLLEGE OF EDUCATION CALIFORNIA STATE UNIVERSITY SAN MARCOS

This Collage of Education et Californie State University San Marcos is piesaod to announce the opening of a search for up to nihe new litadity members for fits 1962-93 announce to the collection of the 1962-93 announce of the collection of the development of the collection of the c

California State University San Marcos is a University for the 21st century, committed to development of exemplary programs of seathing, research and public service.

San Marcos

Committy established in July, 1969, CSU Ban Marcos is the twendath and navest carried to the california State University system.

The mission of the College of Education is to foster continuous advancement of atudent learning in atemanistry, middle and accordant school in our immediate service septor, and it contribute to improvement of association and accordant school in our immediate service septor, and its contribute to improvement of association accordance of the contribute of the school accordance of the school acco

The College currently offers the Multiple Subject Credontial (K-B), preparing teachers primarily for service in California elementary achoots. Beginning in fell 1992, teacher properation programs in middle achoot education and billinguisticnase california decidently will be inclusived, se will emesser's degree program for trestricts teachers.

We seek tandidates who are intrigued and challenged by the opportunity to help tailed a steen-of-the-art College of Education, Preference will be given to candidates who have: 1) issuiting experience in middle or elementary acthods, 2) separatece/terrisest in multicultural seelings, and 3) asperience/micrest in collaborstive work with K-12 educators. In one or more of the following streat:

Students with Special Learning Naeda Silingus! Education Muticultural Education ESL Theory and Mathode Litarecy / Rading and Writing Education Mathamatics Education

Computers and Technology in Education Science Education Boolal Studies Education Learning and Instruction Children's and Adolascants' Literature

Tanun-rack positions are evallable at the level of Assistant or Associate Professor, and salary and benefits are compatible. Appointment to the level of Full Professor will be possible for persons with expertise in billinguist evaluation. Candidate should here an enant of obstrain its an appropriate area of early and be currently in heir area of expertise. Additionally, applicable should here demonstrated associations in secting and advantage and advantage and applications of expertise promotel for producing exclusion research for a sometime for advantage exclusion research for a sometime producing exclusion research for a sometime producing exclusion research for a sometime producing exclusion research for all research and are sometimes of the producing exclusion research for all research and are sometimes of the producing exclusion research. It is anticipated that successful application will examine a reference and a sometime of the production of the

Nominations and applications for the positions are invited. Interested persons should send a letter of application, with incidates a sensement of qualifications in pristing to all ones of more of the latest areas of superiodes and by the sense of the complete curriculum when. Conditions should exprisely identify their sense of the complete of the complete curriculum when. Conditions should exprisely identify their pristing of the complete of the complete curriculum when the complete conditions are complete to the complete curriculum should be completed as the complete conditions are completed as the complete curriculum should be completed as the complete comple

Dr. Stephen B. Kucer, Chek College of Education Search Committe Californie State University San Marcos 820 Los Vollectos Blud San Marcos, CA 92098-0001

Ban Marcoe is located in the north part of San Diego County, 35 miles north of San Diego, and ten miles from the Pacific beaches at Oceanaide and Carisbed, it bosets a superb offmate and is one of the fastest growing areas of

ese san harces is an apprimative action equal opportunity employer.

House and inforture are encouraged to apply.

XIVERSITY

Chair Occupational Therapy

Department Assistan/Associate Professor and Chefr of new OT department. De-torate predictive: Master's, slightifly for Othe Licensing, Seathing, the Chefrican Chefric

Send letter of epplication, résumé and three letters el referance le: Cheir, OT Search Committee 119 Aller Holl

Cheffer (1) General Committee

1 (in Alter Irida

1

HORRY-GEORGETOWN TECHNICAL COLLEGE GDLF COURSE TECHNOLOGY INSTRUCTOR

The College is a two-year community/technical college located non-tha specic beachs of Myrila Beach, South Carolton, which is also known as the golf capital of the East Coast to toclude 71 champloruship golf courses. guit courses.

Applications are now being accepted for a full-time instructor to full Course Technology, Applicants should possess a Bechalor's Degree of Applicants of the Course of Section of the Course of Applicants of the Course of Section of Section Office of Section

squicanted and as parience.

Submit cover latter, risumé, and transcripte to: Personnel Office, Horry-Georgetown Technical College, Post Office Box 1960, Conway, SC 26620, Position open until filled. 80E/AA.

COLLEGE OF WILLIAM AND MARY School of Business Administration Visiting Professor in Policy/Strategy

William and Mary's School of Business is seaking candidates for one year Visiting Professorship appointment (self ranks considered) to the great of Policy/Strangy and Production/Operations. Please send curriculum vine, three references, and a letter of interest to: Alfred N. Page, Ocan School of Business Administration College of William and Mary Williamsburg, VA 23187-8795

Review of applications will begio on February 3, 1992 and positions will remaio open until filled. William and Mary is an Equal Opportunity, Affirmative Action Employer and especially encourages applications from women and members of minority groups.

iavel, sourc-track position for Ph.D. (greated by August 1992), Send Carptonium of the State of the Carptonium of the

Louisiene 71209-0120. Phone (318) 342-The control of the co





QUEENS COLLEGE

Queens College, foundad in 1837, is a private comprehensive college affidiated with the Preshpierian Church (USA) and located in Charloit grant and several undergoaluste and graduate evenling programs and several undergoaluste and graduate evenling programs and several undergoaluste and graduates evenling service and graduates of the program of the

Faculty Openings for 1992-93:

Blolagy: Tenure-track assistant professor. Candidate must have the Th. O. in biology and training and interests appropriate to introductory to biology and training and interests appropriate to introductory to the control of the con

copariment of enougy, Queen Conego, Chantone, N.C. 267.4.
Composition. In O. In composition and relateric to teach freshman composition course in hierarcial undergraduate curriculum and to assist in writing lash. Opportunity to teach in Bourishing active evening program and in the college's core curriculum or communications programs. Prior teaching experience or plus: Letter of application, curriculum vites, and names of there references to Proteinos Ceshry Bowes, Chat. Composition Souric Committee, Queen College, Charlotte, N.C. 267.4.

Computer Information Systems return-track sustaining Problems: Ph. D. in Computer Information Systems or related field preferred. Accounting background helpin Duttler include teaching all fewers in IOS major. Teaching experience with CNSE tools, analysis and design, and COEGL on information of a spillation, curvicium vitas, return on information of calmed teather. Letter of application, curvicium vitas, return of the computer of the computer

28274.

Bituestion: Two immuni-track assistant professor positions. Ph.D. or Ed.D. required. Plast position is in elementary education and requires the first position of the professor positions. Ph.D. or Ed.D. required. Plast position is in the computer in the classroom, psychology clearing, corructum, and student teacher appertation. Second position is in stronglary to the contract of the contract position of the contract position in the confusion of the contract position of the contract po

French Tenut-Facta Assistant proteons. 740. Co. 274.
French Tenut-Facta Assistant proteons. 740. Conquired Dutes Indude teaching all lovels of Franch Inspuses, ilercals races, and civilization. Naivy or near-raced tenucy. Interest in Interellecipinary or curriculum highly destrible. Application letter, curriculum viste, and names of three references for Michele Shaul, Chil. Department of Pereign Languages, Queern Collego, Castiotte, NC. 28274. To ensure full consideration, applications due by Jan. 31, 210.

Mathametica and Compater Sciences Tenure-track assistant professor.

Mathametica and Compater Sciences Tenure-track assistant professor constituent to upually teaching and a demonstrated relitify used to the constituent of thilly tenure to the constituent of thilly tenure to the constituent of thilly tenure to the constituent of the c

date Jun. 31, 1972.

Psychology Two femue-track assistant professor positions. Both require the Pt. U. is psychology and demonstrated commitment to undergradure the Pt. U. is psychology and demonstrated commitment to undergradure constitution. The process of th

Sections of the section of the secti

PHILLIPS UNIVERSITY **Psychology Position**

infiliate Linearity, white applications for a service rate, polition at Adaptart reflection of Psychology individual goage 1979. Frienge personality in testal courses in general, todain, petronality, attended to petrology and psychology and psych

Communications for description for Corregationing, a graphic. Communication for Corregationing, a graphic. Communication for Corregationing, a graphic. Communication for Corregation for Corr

Join The Nation's Foremost Community College Faculty Where Students Are Top Priority.

Share in a rare opportunity for broad-based growth, and enjoy a almulating, challanging, multi-cultural/athnic protastional work environment.

a faculty and stati of 2,500 care about the success of the multi-

cultural/attinic student population.

a creetive and innovelive programa attinuists student achievement,
administration le committed to support feculty excellence.

a programa nead outstanding new faculty dedicated to teaching eae

Mismi-Dade Community College offers

o compatilive salary a a tirst-rata cetataria benafit program designad for personal choice

a tlexible work schadulea a time off with selary for protessional growth a participation in decision-making through a atrong tecuity govern-

ance policy
a showcass for creative/innovative ideas.

Qualified applicants with preducts degrees are encouraged to epply. Openings anticipated for Fell 1992 in the following disciplines:

Openings anticipated for Fall 1982 in the following disciplines:

Basic Communication: Witting Biology
Chem MarylEarth Science
Economics/Bushase
Economics/B

** Other openings: Nursing Instructors (verticus especialities)
Emergancy Medical Tuchnology (Paramedica)
(EKG or related cordiovascular speciality specia

** Requires Biale liceneura or aligibility to acquire Floride license and axtensive professional experience; teaching experience preferred.

Format application required: cell 305-257-2050 for an application form. Copies of transcript(s) and three leillars of protessional reterance must ecompany the application. Only completed application packages will be considered, EA/EO Employer,



Southern Methodist University **BUSINESS POLICY**

Nominations and applications are now being accepted for the Ann Cox Chair Techniques of the Chair Cox Chair Techniques of Strategy at the Edwin L. Cox School of Storm Cox Chair Study Chair Cox Chair Inations for the Ann Cox Chair should be sent to:

Richard O. Mason

Richard O. Mason

Carr P. Cottles Distinguished Prefessor

Southern Mathodist University

Edwin L. Cox Echool of Husiness

Dallas, TX 75278-Q333

inutions for Full or Associate professionable should be sent to:

Ellan Jackofeley
Chair, OBBP Department
Southern Halhodist University
Edwin L. Cox School of Businana
Delloe, TX 78278-0933

Numbrations and applications, accompanied by current vitae, should be re-ceived no later than February 20, 1992.

Southern Methodist University is an Equal Opportunity, Affirmative Action, Title IX Employer.

trach, 10-month apoptatrant, reservable, bearl Auquit 34, 1932, Mentry in Broot-caller or Man Chamsalaction, required; Ph.D. or 4,000 and restrict a copression or the August 24,000 and restrict a copression or procession of the control of the con

Boxes is heccurriagly international, professions will be a level to considerate whose settle will be a level to considerate whose settle will be a level to considerate whose settle communications are professional to produce the consideration of the consideration of the construction of the construction of the professional to the construction of the professional to the construction of the profession of the professional to the construction of the profession of the professional communication of the professional construction of the professional to the construction of the profession of the professional to a level to the professional construction of the constr means of the state of the state

Faculty **Positions**

The College of Education at Astrona State University Invites appli-cations for the following nine-month terrune-trask positions. Appli-cants should have demonstrated commitments to working with linguistically and culturally diverse populations. All safaries are cummensurate with qualifications and experience.

DIVISION OF CURRICULUM AND INSTRUCTION

Assistant/Associate Professor of Math Education (K-12) Assistant/Associate Professor of Malli Education (6:12a) in his position registers are made discretate with speculification in mathematics educations, successful teething experiences in E-L1 and a constitution of the control of the constitution of the control of the constitution of a sciolarly record of nesench; publications in reference of pursual; and a clearly defined program of baster esteach colorates and a clearly defined program of baster esteach company of the control of th

DIVISION OF PSYCHOLOGY IN EDUCATION

Assistant/Associate Professor of Learning and Instructional Technology

Required qualification includes the controlled properties of the controlled properties of the controlled qualification includes an entire qualification include evidence in the relation between the entire popular increased in the relation between the entire popular increased in the relation between the entire popular in the properties of the properties

Application deadline is January 20, 1992, and every two weeks thereafter until the positions are filled.

surensure until the positions are tilled.

Please send a letter ut interest stating title of position, current curriculum vitae, groduate transcripts, and tituce 11t tents or for commendation to the address before, if available, but not required, also submit evidence of looking syllable, exams, course evaluations and research (pre-prints, reprints, manuscripts).

Ms. Sandy Van Engelenhoven Assistant to the Dean for Personnel College of Education Arizona State University Tempe, AZ 85287-0211

An Equal Opportunity Albimative Action Employer

ARIZONA STATE UNIVERSITY





MINOT STATE UNIVERSITY

The College of business livrice applications and nominations for senser back positions within its Journey Administration, According, and Business Education department, which was a sense of the support, applications institution of pages, 1,300 Labelle Pages, 1,3

Positiors are evaluable in the following steas: Accountings All areas of specialty will be considered. Chaleperson—Ped. David Debter. Mannament Information Systems: All areas of specialty will be considered. Chaleperson—Ped. Robert Sando. 500—Ped. Robert Sando.

Finance: All creas of specialty will be considered. Position subject to future approved Chalippron —Prof. Kelth Winner

Compress—FOL Reits Witner.

7th D. perference with ABD considered. Applicants should have established record of teaching seculions and research activities. Submit returns and firms letters of recommendation to the appropriate challerproon, College of flunines. Almost Sate University Minost, North Dakots S&702. Review of applications will begin immediately. Putilions operared until flund.

Communications, Purclus University Cale-mest, Hearmond, todiana Department of Communication and Creavity Aria. Sair August 17, 1972. Purcles Calumat offers compositive sealurie-spacepascale bear fits. Design 17 Astitumui Associate Professor, Design 18 Astitumui Associate Professor, Design 18 Astitumui Associate Professor, Caleman C

Communications Pull size, however the analysis protecting position in gas communication and product of the pull state of

HOFSTRA UNIVERSITY

ANTICIPATED FULL-TIME TENURE TRACK FACULTY **OPENINGS FOR FALL 1992**

HUMANITIES and Languages: English as e Second Language Program

Drama & Dance

Spanish

Preferred Fields of Specialization

Oirector of English as a Second Language Program. Specialization in Applied Lin-guistics, to teach undergraduate courses in ESL and Master's degree level courses in Linguistics.

Communication Arts Journalism Program; to teach broadcast news and general journalism courses. Mu have writing, apporting end producing experience in broadcast and print journalism. AM and teaching experience required.

Technical Otector for Productions. MFA required. To leach stage craft, tigging, aconary construction, and to supervise crows for production schilles. Appoints to administrative staff or isculty, depending upon qualifications and experience.

Critical Theory, Composition Theory, Rhetoric, English Literature—1tiD0 to 1700, and Atrican-American Literature. English Second positions available Munic Music Theory,

BULLETIN BOARD: Positions available

A generalist with netive Spanish fluency. Speech Communication generallet with emphasie in interparaonal and organizational communications. Speech Arts & Sciences

Hearing Scienca. Secondary areas such as phonology, motor apasch or acquer dealrable. CCC required. Department has ASHA-approved Meeter's degree pro-

NATURAL SCIENCES AND MATHEMATICS

Analytical Chemistry: to teach courses in General Chemistry, Quantitative Analysis and Instrumental Matheria Chemium

Inorganic Chamietry: to teach courses in general chamietry and advanced inorganic chamietry.

Enginearing Electrical/Computer Engineering All areas of specialization will be considered.

SOCIAL SCIENCES Anthropology

Social/Cultural Anthropology, with a spacialization in Asia, Middle Esat or Letin

Political Science

International politics with area specialization in Airics or Letin America. Cognitive Psychology: To teach such courses se Human Cognition, Sensetion, Per-ception, Neuro-psychology, History and Systems, Research Methods.

Located on a 239-acra relationsel campua in suburban Long lelend, 25 miles from Manhettan, Holeire is a comprehensive university enrolling 7,000 hull-lima undergredustes end 5,000 graduste end parte sudent in all areas of the Liberal Arts and Sciences as wells set in Susiness, Education, Engineering and Law.

American politica, public opinion, political periisa,

Uniass otherwise noted, a Ph.C. is required and teaching asperience is preterred for all positions. Rank and safety are upon and will be compatible and commentarists with experience. Sand resumas and references to the chi

HOFSTRA UNIVERSITY

Hempstead, New York 11550-1090 Hofstra University is an equal educational opportunity institution



ANNOUNCEMENT OF FACULTY OPENINGS FOR 1992-93 COLLEGE OF EDUCATION CALIFORNIA STATE UNIVERSITY SAN MARCOS

The College of Education at Californie State University Ban Marcos is pleased to amounce the opering of a seasoft for up to the new facility members for the 1992-40 carrows of the college of the 1992-40 carrows of the 1992-40 car

California Blans University San Marcos is a University for the 21st century, committed to devalopment of exemplary programs of teaching, reassich and public service. Formally astablished in July, 1989, CBU San Marcos is the twentish and newest campus in the California State University system.

The mission of the Collage of Education is a losser continuous advancement of attacher learning in simmolarly refided and secondary schools in our immediate searches region, and to constitute to improvement of searching schools are continuous and continuous and continuous and continuous and continuous accordance accordance

The College currently offers the Multiple Bubject Credential (K-3), preparing teachers primarily for service in California elementary echocia. Beginning in fell 1992, teacher preparation programs in middle school aduction and bifurpations—chains deutation with be installated, a evill an easter's degree program for inservice seaches.

We east confideta who are invigued and challenged by the apparating to help build a state-of-the-art College Education. Preference will be given to candidate who have: 1 jasefully appeters in middle or estensionsy closed 2) experience/interest in middlestural settings, and 0) experience/interest in collaborative work with K-I2 educators, in one or more of the following seess.

Siudanta with Special Learning Needa Silingual Education Multicultural Education ESL Theory and Methode Litarecy / Reading and Writing Education Mathematics Education

Computers and Technology in Education Science Education Social Studies Education Learning and instruction Children's and Adolascents' Literajum

Tamin-hast positions are excited at the level of Assistant or Associate Professor, and salary and benafits are immediately. Appointment at that level of Full Professor will be possible for persons with superdise in hillingual selection. Cardidates though these an extend difference in an appoint stream of above more than the common and captures. Additionally, applicates about here demonstrated associates in excitency and describing and describent resource (or possible for sombicating additional research). It is artistipated that auccessful applicants will assume their positions in MR-August, 1995.

Nominations and applications for the positions are loveder. Increased operance should sent of application, with includes a senternot organizations in relation to all one or more of the fland enternot organizations or the fland of the common of the common

Dr. Stephen B. Kucer, Chair College of Education Search Committee Certifornia State University Sen Marcos 820 Los Vatechas Blyd. Ban Marcos, CA 92098-0001

San Marcos is located in the north part of San Diego County, 25 miles north of San Diego, and I an I miles from the Pacific baches at Oceanelds and Carlsbad, it boasts a superb climate and is one of the fasions growing sress of

OBU BAK MARCOS IS AM APPIRMATIVE ACTION BOULL OPPORTUNITY EMPLOYER.
WOMEN AND MENORITHS ARE ENGGURAGED TO APPLY.



Chair Occupational Therapy Department

Assistant/Associate Protessor and Chair of new DT department. Do-tes of the protection of the protect

Send leiter of application, résumé and three letters of reference to:

Chair, OT Search Committee 119 Alter Hell Xavier University Cincinneti, Ohio 45207

communication education) convents in terms of the control of the c

University trains applications for a squire-ture of anisotal Probases routine soft-ine Full. A recommendation of the recommendation of the soft-open anisotal probases of political in-production to Communication Studies and softward determine a mean up the Advan-tical Probases of the Communication Studies and softward determine a mean up to Advan-tical Probases of the Communication of the softward determine and the Communication of the determined of the Communication of the determined of the Communication of the termined of the Communication of the Communication of the Communication of the state of the Communication of the Com

HORRY-GEORGETOWN TECHNICAL COLLEGE GOLF COURSE TECHNOLOGY INSTRUCTOR

The College is a two-year community/sechnical college located near the scoric beaches of Myrtis Beach, South Carolina, which is also known as its goil capital of the Sast Coast to Include 71 champtonship goil course.

self courtes.

Applications are now being accepted for a luti-flam indicator in Golf Courte Tubologiey, Application and Golf operate a Borbshor's Diegoe in Application and Appromoty or selfact for with Anni of the Separitors, Market's Diegoe Appromoty or selfact for with Application and Separitors, Market's Diegoe education and separitors, the beautiful to the Separitor of Separation of Separation and Separa

AVEIGN printer promiter of Communication for the Promiter of Communication

refer to acrellen the School of Medicine School of

COLLEGE OF WILLIAM AND MARY School of Business Administration

Visiting Professor in Policy/Strategy Visiting Professor in Production/Operation

William and Mary's School of Business is seeking candidates for one year Visiting Professionally appointments (all racks considered) in the areas of Policy/Strategy and Production/Operations.

Alfred N. Page, Dean School of Basiness Administration College of William and Mary Williamsburg, VA 23187-8795

Review of applications will begin on February 3, 1992 and positions will ramain open onti filled. William and Mary Is an Equal Opportunity, Affirmative Action Employer and especially encourages applications from women and members of minority groups.

iaval, jecaro-track position for Ps.D. Igransed by August 1952, Send Curjiculine Vitas, transectivi, turce laters of reference, a writing sample (5 passes maximus ps.), and a systams for 3-best course on "The Vitas-systams of the 3-best course on "The Vitas-top", 1952, to Don Latelage, Humandispolitation, 1952, and the systam of the send of the systam of the send of the systam of the send of the systam of

spy. Computer Information Systems Assistant Fredunct of Computer Information Systems (Computer Information Systems (Computer Information Systems) (Computer Information Systems) (Computer Information Information

Louisiana 71209-0120. Phone (318) 342-



MORRIS BROWN COLLEGE ATLANTA, GEORGIA **FACULTY VACANCIES**

Morris Brown College a private, four year, liberal ans, eo-educational church affiliated, historically flatch, College, focuted in the Affanta University Center Complex is accepting applications for the positions in lete Velovi. The positions will be available in August of 1992, Applicants for consideration must be a citazed of the United States or authorized residence.

The closing date to receive applications is February 10, 1992.

The closhing date to receive applications is recordingly to, 1992.

1. ASSISTANT OR ASSOCIATE PROFESSOR ECONOMICS

To teach courses to the principles of economies and intermediate of continues, Responsible for academically advising students; assists student independent projects; serves on committees and other related duties.

QUALIFICATIONS: An earned Ph. O. in Pounomics, evidence of successful teaching at the under randante prince or recommence, evaluate or successful earling at white graduate level, research electively with students from a diverse background who often require special needs and reinforcement. Eacollest communication

SAUD.

2. ASSISTANTIASSOCIATE PROFESSOR BIOLOGY
To teach undergraduate students in Basic Physiology, Molecular Biology
and/or Generel Biology, Laboratories and Lectures, Mulatain a productive
externally supported research program and participates in other academic

QUALIFICATIONS
Ph.D. In Biological Science with teaching experience to Human Physiology; commitment to a broad liberal studies program; excellent communication skills.

ASSISTANT OR ASSOCIATE PROFESSOR FOR POLITICAL SCIENCE

PULLIFICAL SCIENCE
To teach undergraduate political science courses which includes political theory, companilye politica, research methods, international relations and Third World politics.

QUALIFICATIONS
Ph.O. in Political Science with at least three years' effective reaching asperience. Ability to communicate effectively with a diverse population of slu-

ASSISTANT OR ASSOCIATE PROFESSOR CRIMINAL JUSTICE To teach courses to Criminal Justice which includes theory, research, com-parative criminal justice with emphasis on the Third World and correctional institution.

OUALIFICATIONS
Ph.D. In Criminal Justice or a related field with ot tess I here years' teaching experience, Must lawe strong interest in research and proposed writing, Excellent communication skills.

5. ASSISTANT OR ASSOCIATE PROFESSOR BUSINESS ADMINISTRATION 3 POSITIONS AVAILABLE

QUALIFICATIONS
Prior teaching experience in a college; ability to perform scholarly research; write proposits for grants; publication in referred journals; mun be able to communicate effectively with a diverse population of students.

I. Ph.D. In Marketing 2. Ph.D. in Pinance 3. Ph.D. io Accounting

APPLICATION PROCEDURE Submit letter of application, vita, transcript and three current letters of rec-

MORRIS BROWN COLLEGE
643 MARTIN LUTHER KING, JR., DRIVE, N.W.
ATLANTA, GEORGIA 30314

RECUAN

ASHLAND UNIVERSITY

Four tenurs track positions are open beginning August 24, 1993. Rank of Assistant or Associate Professor dependent upon experience. Twelve hour undergraduate/graduate teaching load. Sciurday and evening leaching may be required.

Earned declorates with amphasis in the following disciplines: Business LuwEthics (with business experience): Accounting: Finance; Production

Productions: Werestly in located bullyon between Columbus used and Columbus used to the Colum

To opply, send résumé and three references by January 31, 1992 to Dean Frederick J. Raisid, Ph.O., Ashland University, Ashland, Ohio 44905, ASCOP.

Comparing feeting Practice procedures would be a served for agreement of the comparing of t

Anticipated DESIGNATED PROFESSOR

(Cialborne Chair in Air Quality/Environmental Toxicology)

LOUISIANA STATE UNIVERSITY

Louislans State University Invites norminations and applications for a newly created professorsity with an endowment in excess of one million dollars. Candidates are cought whose carefer accomplishments and appreciation are oriented toward solving at pollution and air toxics problems. The terms of the Clabome Chain specify support for activities that may include:

Identification of heath effects from exposure to air toxic chemicals
 Study of basic mechanisms associated with air toxic effects on plants

 Development of strategies that can eliminate or mitigate air toxics and air toxic byproducts Education of students and the public in important issues of air pollution and air loader control, mitigation and policy

and air touts control, nitigation and policy. The Calabone Charlodide is expected to be eligible for a survived position within the Institute for Environmental Studies, although a joint appoint ment with an appropriate discliptional probeparement or with the Center for Energy Studies also is possible. The Institute offices both as Environmental Program. The Charlodider may be associated with either, and both of lifetie programs depending on experience, accomplishments and Interest. Can-cided the Canada of the Canada of the Canada of the Canada of the programs depending on experience, accomplishments and Interest. Canada solity, research and public service contributions, prohesisonal visibility and prohesisonal for Section with the Marchael prohesisonal for Section in the wider prohesison in the wider prohesison in the section prohesison in the section prohesison in the section prohesison prohesison

community.

As the chair is likely to be in an interdisciplinary institute which seeks to solve environmental protects and improve environmental protect, a record of working successfully with basic and applied scientists, engineers, inclustrial office and public interest group leaders as well as public policy-

makers is important.
Antilopands thin clair is fall Semester, 1992, "Pending Fital Approval", Applications and nominations received by Fabruary 28, 1992 will be given represence, Applications should holder a causefular whose the names, advantages of the control of the control

LSU IS AN EQUAL OPPORTUNITY, ATTIRMATIVE ACTION EMPLOYER



SCHOOL OF LIBERAL ARTS Assistant/Associate Professor

Experiment of Philosophy seeks applicants for Assistanti/seedicine Professor, List Fine, Senter Intel, Replining 1892 63 academic year to see that Use Carelland Senter Intel 1892 64 academic year to see that Use Intel Inte

One Year Appointment

The Selby Chair for Academic Enrichment for Critical Thinking and Problem Solving in Secondary Education

PENNSTATE



EDUCATION FACULTY POSITION SPECIAL EDUCATION

The College of Education and the Great Valley Regional Graduate and Cuntinning Education Center in Malvern. Graduate and Cuntilling California Center in Marvern, Pennsylvania (suhurban Philadelphin), are seeking applicants for a tenure track pustition in Special Education to start about August 15, 1992. The position will be at the Great Valley Centre, but would hold rank in the College of Education, headquartered at University Park. Pennsylvanie. The position will be filled at the rank of

Required: on earned docturate in Special Education (emphasis in early childhood, mental retardation or severely hendicapped preferred); teaching experience with hendicapped students; record of excellence in teaching; evidence of potential for research and scholarly activity.

Responsibilities include teaching graduate courses, advising students, and supervising student field experiences. It is expected that the successful candidate will engage in research and scholerly activities and publications focused on special education.

Applicants should include a letter of interest, a recent resume, copies of undergraduate and graduate transcripts. up to three representative publications (if available), and the names, addresses, and telephone numbers of three seadentic references. Send to Dr. Libby Goodman, Chair, Special Education Search Committee, Penn State Great Valley, 30 East Swedesford Road, Department CHE, Moivern, PA 19355. Applications received by March I, 1992 will be assured of full consideration. However, applications will be received and considered until the search is completed

An Affirmative Action/Equal Opportunity Employer Women and Minurities Encouraged to Apply.



Chairperson of the Department of Education CENTRAL WASHINGTON UNIVERSITY

Applications are hydred for the Chale of the Department of Identified head of Identified and Identified head of Identified head

was ouwer colegges and unbernillags. The inhibidus many posses the following qualifications, required (1) emmed doctorates in education, (2) there years successful assimitation experience in product phases about on higher educations [3] there years successful assimitation and product phases about the product of the product phase about the p

serocci servoverment in community sichtolies.

Rank, salany and tensus are negotiable despending on educational backgrand and experience. Sinthing date: fure 15, 1992. Application deadhast february 18, 1992. Lo epply, send a letter of application on normalynia and complex view with three letters of recommendation for Dr Ronald Mr. Phys. Dran. Devillages of professional Statistics, Carefull Washington University, Electrobury, WY 9993. Central Washington University is an Affirmative Action, Equal Opportunity Employer, Title Di Institution, Women, minorides, Vietnam era veterara, disabled veterans, and persons of disability are encouraged to apply.

secul to Dr. Erbort Horris, Chargeau, De-centence, Dr. Erbort Horris, Chargeau, De-Celeras, Other Rockhert Jacquerry, Ada, 1799 101, Openiote desilage in Mar-1999 101, Openiote desilage in Mar-tines, ANGE, sessible candidate is selec-tified. ANGE, Sessible candidate is selectified. ANGE, Sessible candidate is selec-tified. ANGE, Sessible candidate is selectified. ANGE, Sessible candidate is selectified.

Computer Science Tethyo Maryeres I losComputer Science Tethyo Maryeres I losin germator, Science Louiseaux Arisane
In germator, Science Louiseaux Arisane
In germator, Science Louiseaux Arisane
International Computer Science and Computer Science
I State Science I los and Computer Science
I continue to the Computer I los and Computer Science
I general Louiseaux I los and a computer Science
I general Louiseaux I louiseaux convexues
I general Louiseaux and Computer I louiseaux
I general Louiseaux and Computer Computer
I general Louiseaux and Computer I louiseaux
I general Louisea

Chair, Department of Educational Leadership

RITLLETIN BOARD: Positions available

Nominations and applications are livited for the position of Chairpeanon, to begin July 1, 1952. Will head a department preparation. The department of dementary, secondary, positions of the position of the

Asst/Assoc Professor (2), Educational Administration

ASST/ASSOC PTOTESSOT (2.2), ECUCATIONAL Administration
Full-line, launure track positions in its Department of Educational Laudership, Responsibilities include leaching, field supervision, nesearch, advising students, serving on dissertant committees, and providing service to committees, and providing service to committees, and providing service to committee calefact. (Preliation 1) Declarets in advantable administration required; administration for equived; building level experience destinat. Both Proceedings of the properties of the properties

Send letter of application, resums, transcripts, and three letters of reference, before Fabruery 15, 1992 to: Dr. Daniel L. Merritt, Search Committee, Department of Educational Leadership.



Chair, Department of Modern and Classical Languages

The College of Engineering at Orexel University leviles applications and nominations for the position of Head, Department of Civil and Architectural Cooperative busicational Installoin in Philadelphia, which is certaffly locate cell in the Northeastern Corridor. Orexel University has a total annollment of 15,000 undergraduates and graduate students in it is day and overning pro-

Department Head & Professor

Department of Civil and Architectural Engineering

DREXEL UNIVERSITY

system.
Responsibilities include educational leadership of the undergraduate and
graduate programs; leadership in the development of departmental synchrolic programs; leadership in the development of departmental or an expanded last and resource bear; representation of the department on campus. So Industry and government agencies developsite levels, last resolution programs, reaching a fire undergraduate and rest levels.

ate levels. It is preferred that candidates possess the following qualifications: a record of stacking at the college level, schools by eclipsyonesi and insold research control and support of the stage positions at a full professor with throate: an experience that words the set appointment as full professor with throate the set of the set

protessional license.

The Department is one of level in the College of Springering and condition of Tublishin College. Springering and condition of Tublishing College. Springering and condition of Tublishing College. Springering and condition of Tublishing College. Springering in the Springering Springering International College of Springeri

the last five years.

Screening of applications will begin immediately and will continue until the profiles is lifted, Applicants should send a resent, names and addresses of three professional resences, and other appointing information to:

Dr. Harry G. Harris, Claid:
Search Committee
Outpartment of Chill and Architectural Engineering

Orexel University Philadelphia, Pennsylvania 19104
Drexel University is an equal opportanity, affirmative action employer.
Women and minorities are encouraged to apply.

Bent Coportunity. Allimative Action
Emotive:

Computer Science Francis: Provide
Action
Emotive:

Action
Emot

Windrop College seeks as emmeador persones lectry in Spanish, French, Certama, Links, French, Servan, Links, French, French, Links, French, Servan, Seeks, French, Seeks, French, Seeks, French, Seeks, French, Seeks, Seek

Winthrop College is an Equal Op noise. Allimative Action Employe

Hunter College of the City University of New York Division of Programs in Education Assistant/Associate Professors

The Division of Programs in Education is seeking laculty for tenure-track positions affective September, 1992. These positions require scholarly involvement as oxidenced by demonstrated research shifty and publications to show promits of meture productivity. All candidates must have commitment to work in indiscultural and under aducational settings. Rank and safary commonsation with experience and

Assistent Professor: \$25,630 to \$45,175 - Associate Professor: \$37,306 to \$55,179

DEPARTMENT OF EDUCATIONAL FOUNDATIONS AND COUNSELING PROGRAMS COUNSELOR EDUCATOR

Ossilifications: Earned Ph O, or Ed.O. in Counseling Psychology or Counselor Education with special expertise in research methodology and supervision and training. Responsibilities: Teach graduete courses le guidance and counseline

SOCIAL FOUNDATIONS OF FOUCATION

Ous licusions: Earned Ph.O. of Ed.D. with expense in multicultural actuation with a scholarly interest in Asian-American or Latino culture and evidence of commitment to gender leaves in aducation as well as knowledge of current urbans aducations as well as knowledge of current urbans aducations as well as knowledge of current urbans aducations as

Responsibilities: Teach gredunts and undergredunts courses in History of Education, Philosophy of Education, Sociology of Education and/or Anthropology of Education.

DEPARTMENT OF CURRICULUM & TEACHING

Candidates for the following positions must be able to supervise students in field settings, and assume responsibility for advisorment and program condination. Yeaching experience at the effermentary or sepondate juves is secential, interest or evidence of achievable programmer students is required.

MATHEMATICS EDUCATION Ousifications: Earned Ph.D. or Ed.O. in Methematics or Mathematics Education with experites in educational technology and the Integration of mathematics across the curriculum.

Responsibilities: Teoch graduals and undergraduate courses. ENGLISH LANGUAGE ARTS AND READING

Qualifications: Earnod Ph.D. or Ed.O. in language arts, reading, or language education with field experience, and experience in language development and writing across the curriculum.

onsib#ites: Teach graduate and undergraduate courses,

SILINGUAL/MULTICUTURAL EDUCATION

SILINGUAL/MULTICUTURAL EDUCATION

Cualifications: Exceed Ph.D. or Ed.D. in haid related to bilingual and metic-sharel education, Fluxery in

Figilish and Spanish. Responsibilities: Teach graduate coverse in bilingual-sharel disclarious and accidence with the control shared and accidence with an understanding of psycholinguistic and sociolinguistic sharely, and notive and second lenguage
development.

MUSIC EDUCATION OR ALLIED FIELD

ARUDEG EUUGATION OR ALLIED FIELD

Qualifications: Eened Ph., with an emphasis on music advication, expertise in the integration of music scores line curriculum and an understanding and appreciation of the rich musical heritage that diverse ching to the urben school.

Responsibilities: Teach greduate and undergraduate courses in music oducation, assume overeil responsibility for developing music education program and confortum that emphasizes an interdiscipli-

Send lattor of application, ourriculum vise, and three (3) latters of reference to the chairperson of the appropriate department as acont as possible. Review will begin February 1, 1992, and continue until a candidate has been estected.

HUNTER COLLEGE OF THE CITY UNIVERSITY OF NEW YORK

HARVARD DIVINITY SCHOOL

1992-94 LUCE FELLOWSHIP

The Luce Pelicuship supports individuals, whose echolessing provides individuals to the control of the control

perione course.

Open on orbohan in policy fields, dissiplines in the harmonies (other than religions), or the sacral and narval actiness who have attended to religious, or the sacral and narval actiness who have actions laterest in eligious questions. Signated 335, 300 per year. Ocalis for applications: February 1, 1992, Information: Office of the Uen, Harvard Divining 10218, Annual Control of the Uen, Harvard Divining 10218, Annual Control of the Uen, Harvard Divining 10218, Annual Control of the Uenter Annual Control of the Uente

Fruel concrimity/allignetive action ampleves. Women and mineralism are execu-

COLLEGE OF NOTRE DAME OF MARYLAND

Faculty Positions Beginning August 1992

BIOLOGY
Assistant Professor, full lims. Teach laboratory courses in developmental biology and vertebrate seatomy to majors, assistantybbysiology in etiled health. Also isolates accord education courses. Some weekend teaching required, Pto. Crequired. Teaching sperience desired.

PRIMOSOPHE AND THE ACT THE ACT

required. Seating Experience learning.

College of Notice Game of Maryland, first four-year Catholic college for women in the U.S., service women on weekdops, women and men in weekand and greated programs. Total student projection: 2,500. Beautiful and A. GEM/A camployer. Send letter of application, release, and of three releases.

Sister Delia Dowling, Academic Ceae College of Notre Dame of Maryland 4701 N. Charles Street Beltimore, MD 21210

APPLICATION ORADLINE: FEBRUARY 1, 1992

The restrictions of the second of the second

red participants in financial relationship of the control of the c

so replace does for the control of t



DEKALB COLLEGE A Unit of the University System of Georgia

Automices the following auticipated faculty opportunities

Automore the jothoring antiriparia justific reportantive Defail Colleger, hosted in metapoditas Atlant, caudis upproductely 13,000 miletas out four compuses in associative cept where midel and a minimum of 18 senses to a 30 mineter laury of gatalinate credit in the backing lichl. Colleger teaching experience is strongly proferred. These are nine teaching experience is desired by proferred. These are nine teaching experience is desired by proferred. These are nine configurations of the colleger teaching experience, All profitted are teamer-track positions leverity theire notacil, fiscally nearlines in Developmental Standards my cleer a num teamer-track. The starting that for all positions is September, 1902.

kes may elect a min terunestrack. The starting thate for all positions is Septembers, 1922.

Biology, (Hentites IR semister graduate hours in Biology, Hentites Miccobiology, Miccobiolo

and work experience) Jedhalric Ninchus and Psychiatric Nursing.
Astronomy/Physical Science (Requires 18 semusics symbute from in a Physical Science) Introduction in Astronomy-Physical Science (Introduction in Astronomy-Physical Science) American Covernment.
Psychology (Requires 18 semester graduate haurs in Political Science) American Covernment.
Psychology (Requires 18 semester graduate haurs in Psychology (Ref) (April month.
Reading (Requires 18 semester graduate haurs in Speech)
Psychology of Astronomy (Reading Reading)
Speech (Requires 18 semester graduate haurs in Speech)
Psychological Residuate (Reading)
Speech (Requires 18 semester graduate haurs in Speech)
Psychological Residuate (Reading)

Trudamentals of Species as furnitus. For the fall in present of the present of th





Assistant Professor of English

Englist: Austeaux Professor, Immer-torch, to begin mid-Auseu, 1992. ph.1. Ribectoic and Composition first biologic or Professor (Section 1992). Ph.1. Ribectoic and Composition first biologic or Professor (Section 1992). Ph.1. Ribectoic and Composition (Section 1992). Ph. Ribectoic and Composition (Section 1992). Ph.1. Ribectoic and Composition (Section 1992). Ph. Ribectoic and Compositio

companies from.

Candidates and outdet submit to letter of application, a vise, transcripts, and the norms and phone murabers of five releasers as by February 21, 1992, to Judish Roman-Royar, English Stench, Skreen, Indians, Indiansety East, 2325 Chaster Bouleverd, Richmond, Indianse 47374, 10 East is an EE/AA Employer and strongly excourages norminetism and applications on intercrities and comes.

UNIVERSITY OF MARYLAND

The graduate College of Library and Information Services has an opening in a tenure-track position

Organization of Knowledge

Candidates should have o background in the general principles of organization of knowledge (knowledge representables, conceptual mudeling, classification theory) and should be able to develop this perspective in research and toaching in rate ur more of the following areas in the master's send doctoral principles of the property of the control principles of the control principles

Bibliographic control (including cataloging, indexing, and abstracting) and bibliographic and non-bibliographic databases and networks.

Design and evaluation of information systems and knowledge-based systems.

3. Dstabase management and administration.

3. Distabase management and administration.

A background in linguistics is also helplan. Doctorate in information science or cognate field exquired. The College is committed to bringing me approaches into the field and melding them into the ceisining knowledge base to solve problems in a wide spectrum of information and entation environments. We are secking candidate who can hop us implement fish approach in research and tenting at the master's and decloral series. Casarcseries and entire in the ceisining at the master's and decloral series. Casarcseries are continued to the control of the control

Chair, Faculty Search Committee
College of Library and Information Services
Lulversity of Maryland
Room 4105 Hombake, S. Wing
College Fark, MD 20742-4345
(301) 405-2033

Additional Information: The University of Msryland is near Washington, DC, and 30 miles from Baltimore. The College Park Campus has a total enrollment of approximately 35,000 students. The College currently enrolls 275 master's and doctoral students.

The University of Maryland is an affirmation action, equal opportunity employer.



UNIVERSITY OF SOUTHERN CALIFORNIA School of

Public Administration

The Indiventity of Serihem California (USC) School of Philife Administration and Administ

expansion, and the potential for record of handed research. USC lessibly reginge in health newtons and policy research of autional signifi-cance and other a rigorous Mester of Health Administration (MHA) property. The MHA is exceedibled by the Accorditing Commission on Education for Proceedings of the Accorditing Commission on Commission and Local According to the Accorditing Commission on Commission on the According to the According to the According to the According to the Local According to the Accordi

In Los Angeles and o ou permanent adolly in Securearia.

The School of Public Administration has a Breunz brack Recitly of 20 with degrees it most of the scotial and behavioral sciences. The School offers in most of the scotial and behavioral sciences. The School offers with the school of the sc

The state of the s

Communication Arts 🏫 Department MARGADA DA PARTIE Head

Vabhasta State College seeks
a Head for the Department
of Cummunication Arts beginning July 1, 1992.
The Headship is a twelve-munith position which includes

The treatment is a twenty-mount practice when acmost a teaching assignment appropriate to the area of experies.

The teaching praction is tenure-track. Runk will be Asserted Professor or Prafessor, and sulary is open with both salary and rank dependent on crestentials Responsibilities include the development and same

Responsibilities incroue the deveripment and sapar-vision of the proguents, personnel, and resources of the Department, which includes twenty-one faculty and staff, BFA Degree programs include majors or omphases in apeech cummunication, organizational cummunication, public relations, theatre, dance, and rudio-television, estelling a total of more than 300 majors. This dynamic department is extensively involved in regional outreach activities, in television emblecast, radio broadenst in conjunction with the Peach State Public Radio network, and in CEDA and NDT debate. The Depurtment operates a professional musical theatre repertory company at Jekyli lalaod during the summer and normally presents eight theatre produc-tions each year on campus and in the region.

Qualifications include a terminal degree in a disciplian included in the Department, and college or university leaching experience. Administrative experience is highly The application should include a letter, a professional resume, and references. Transcripts will be requested later. Deadline for application is February 1, 1992, and materials should be mailed to:

> Dr. Robert B. Wolch, Dean School of the Arta Vuldesta Stute College Valdestu, GA 31698

EOF/AA



UNIVERSITY OF MISSOURI-COLUMBIA COLLEGE OF EDUCATION

Assistoni Professor of Kilucutiusal & Comesiing Psychology Counselling Canter Psychologisi

The Department of Edits altered and Danies-ling Psychology and the Durantilling Darlor at the Injureality of Missourie 2 Jainshin are off-line quith-latine; for a jobal aqualisation of Assistant Psychogen of Mano-tinuit and Lumas-ling Ssyrianings [199] through James Psychology [19]. Through James Psychology [19] through James Psychology [19] and Vehicles Program. Circlegist (14 three) with the AIA approved John Training Prope Responsibilities of the Commission of the Commission of the U Tracking at graph and added research is red 2 Supervision and consultation within the Courseling Center 3 Union vision and consultation within the Courseling Center

Complete the consequence of the consequence of

noul a Evidence of potential for conducting a program of scholarly re-centch and publication is torquined

Salary: Competitive and commensurate with experience and qualifica-Intment: Tenure-track, joint appointment beginning September.

Applications: Submit vites, reprints, transcripts, and three letters of recommondation to:

Dr. Dennis Kivlighan, Js.
Choir of Search Committee
ont of Education and Counseting Psychology
16 titll tall University of Missoust-Colmobie Columbia, MO 05211

Closing Gate: Format review of applications with legin tent continue until the position is filled. Continue until int position is a filed.

The Univarity of Missouri-Columbia is an Equal Opportunity, Affirmative Action Employer. Applications from some and minorities and strongly encouraged.

Command from Mone Shate University.

Controlled profits from Shate University.

Says a syndroll. Conference 78 1.5 for
Says a syndroll. Shate Sh

SAM HOUSTON STATE UNIVERSITY

BULLETIN BOARD: Positions available

The College of Criminal Justice **FACULTY POSITIONS**

The College of Criminal Justice, Sam Housian Siete University, invites spokesitors for two luti-sine learners seek Assistant Prolinears possitions for the 1992-1993 seakone year. The error all popularity compared selding compared the 1992-1993 seakone year. The error all popularity compared the 1992-1993 seakone year. The error all popularity compared to the 1992-1993 seakone year. The error all popularity compared to the 1992-1993 seakone year the error all popularity compared to the 1992-1993 seakone year the 1992-1993 seakone the 1992-1993 seakone year the 1992-1993 seakone the 1992-1

George Bloss of Batle University, with 98 undergraduate, 79 graduate, and one doctions program, lathe 10th largest also-seeleded intelliution of higher education in faces Approximately 13,000 sudents and 450 largest and part films lacefully only the developed policy interespects furthering. These rained as one of the best small cities in Aresites. In cities proximity to the major research liberation of the Lindson face Luberating, und Taxes ABM University.

The Sauth Committee will being assenting applications on Nevember 1, 1992, and the position will remain open until stied. Women and members of minority groups are aspecially encouraged to apply. Sand u silver or application, vite, savepts of recent writies work, and the names, addresses and telephone numbers of at least this reference to:

Protessor Jumes W. Marquerl, Chuir Search Committus Colluge of Criminal Justicu Sem Houston State University Huntsville, TX 77341 1409) 294-1857

LEWIS-CLARK

ANNOUNCES TWO VACANT POSITIONS IN:

DIVISION OF NURSING

Assistant/Associate Professor (tenure track)

STARTING DATE: January 9, 1992

POSTTION 1

opinem or neu ann omers.
RESPONSIBILITIES: The faculty is responsible to die Divising Clearperson for instruction, professional development and community service.

SALARY, Na, Jan. A., Na, Lin. (in month) QUALIFICATION, Shader's Agree in Narvung copused, devotate preferred, Probebeney in erillation recentle, data bette management and use of probebeney in erillation recentle, data bette management and use in the control of the control of

APPLICATION OEADLINE: Open until filled. Submit letter of epplica-tion, résumé, ginduste transcripts, and three letters of reconstruction to:

Mary Amer Dolen, OrbH, RN, Charperson
Division of Nursing
Lewis-Clark State College
8th Avenue and 6th Streer
Lewiston, ID 83501
208-799-2250

AN AA/FOF EMPLOYER

POSITION 2
SALARY: \$34,1201-\$339,(16) (111 meenils)

criminal jueice, criminology, public ad-sistence, or a ratinal accial selence, replanally audified A. B.O. a will be sidered if connection of B.O. a will be sidered if connection of a contin-turing the selection of the selection of the Salary is competitive and return to be selection. Send that of application, and augustudiants of application, and augustudiants

Corrictions and Industrialism Aeritism Pro-light Corriction and Interestion. The University Conference of the Industrial Conference of the Industrial Industrial Conference of the Industrial Industrial Conference of the Industrial Industrial

Sam Houston Stutu University is an equal conortunity, ultimative action institution



SALARY: 52,533-53),310 ff menthy depending on experience QUALIFICATIONS: Moster's degree in Numas required, directorist pre-ferred, ABIV: considered, Brust-secondary reaching reprinter, clinical spe-cially analyse additional skills in Material/Culik, qualified for Islato and wishington RN become; commitment to solid known; and income solutional skillency systems; commitment to committee and income opened of skill and offents.

POPULATION

TONAL SESEARCH

The Division includes six departments: Commercial Avainaging, Coreposition, Flive Sconnig, Harmony, Jazz Coreposition, Flive Sconnig, Harmony, Jazz Coreposition and Songwirthing. The Brixtion of less over one hundred different courses by 60 laculity residents serving over 300 students enrolled in 18 seasons majors. The Hermony, Auranging and Composition departments, additionally, offer required courses for all of the Collegin's 2900 students, including one courses in conduction, countriconts. Inciditional tional mission is practical training in exanging and composition for loday's professional musician. Reporting to the division chair are lat reporting to the chiefes not assisted indepartment chairs and a four-person office sets! As a senies exident is selected to provide vision and issuessible to the schopets accord largest division and issuessible to the college's accord largest division and the senies of the college's accord largest division on coping activity. In the valling protession decorded enable lambar to evaluate the changing demands on writing policeosines and miles late impact of those demands of the effectiveness of the division. The division freely senies division budget requests; recruit and mission lacently as the schope senial division budget request; recruit and mission lacently as the division lacently and with the advisor on the department of that and floully birmulate divisional good costs, procedures and similarities. Reporting to the division chair are six departmust Berfale College of Music is a privato lour-yoor in-attution with an educational mission of practical career peparation in the envious styles of joday's professional music world. The 300 or more laterna-tionally respected faculty work with 2000 students tom 75 coularine and the U.S.

Division

Chairperson

atom 70 columnes som companies of recentral please sond resours, three letters of recentral delice and any separative backgrouse destinible with letter of specialism by MANGEC No. 1022 for ceticas will not be sendered. Wherea and insortises are senouraged to apply, Sand all mostrales to: Proissational Williag Chair Search Committee Supt., Collica et has Deed of Poully, In-this Delicas of Marie, 1140 Repleas Blend, Society, MAZCEL An Equal Sportalist Planjoys.

WHATCOM

COMMUNITY COLLEGE

Bellingham, Washington

ART INSTRUCTOR

Whatcom Community Colinge, located on the Pacific Northwest Coast end dedicated to student-cantered teaching and learning, is seeking applicants for in full-time, senure-track art instructor position, starting September 1992.

u full-time, seume-tende net instructor position, stetting September 1992.
Thatch best of history, studio of and possibly instructivitymes courses; develop new and invite architety courses the next parties and menium adde collection. It is a state of the collection of the state of the collection of the state of the collection of the

For best consideration, core pleted opplication packets should be received by February 28, 1992. To obtain application packet, contact:

The soccessful candidate must possess sold musticel education as indirected by an earned education as moderated by an earned education and edu

lemporary (422, rock, pop, concert) music forms



TERRY ENDOWED CHAIR IN MATERNAL AND CHILD HEALTH

MATERNAL AND CHILD HEALTH
IF Bus Ubwerty Sendor I finds text hancourse in a recidiment
if he sky lot find fully sendowed child, The chair is sented in boars of
likes and Dee firey, who wire both descenses for the welfars of women
and children Dr. Johns Terry was the director of Foundy Health is Occupie
that the sentence of the sentence of the sentence of the sentence
and children Dr. Johns Terry was the director of Foundy Health is Occupie
that the sentence of the sentence of the sentence of the sentence
and child and the sentence of th

received of pathwater productivity. The label would be of dangeton behaviors of Q Copt would be of the control of the control

Divelopment Director of Corporate/Indior Olds., Diffice of Davelopment, Permount of Control of Cont

Clife Baacke, Personnel Offices Whatcom Community College 237 West Kellogg Road Bellingham, Washington 98226 Whatcom Community College is an Affirmative Action, Equal Opportunity Employer.

Carolina 28805. UNCA is an EBO/AA Em-

Same Cooline, 1000 boght for higher Higher Cooline, 1000 boght for higher Report of the Cooline Cooline, 1000 boght for higher Report of the Cooline Cooline, 1000 boght for the Cooline Cooline, 1000 boght for the Cooline Cooline, 1000 boght for the Cooline Cooline Cooline, 1000 boght for the Cooline Cooline Cooline, 1000 boght for the Cooline Cooline, 1000 boght for the Cooline C



LOCK HAVEN UNIVERSITY Lock Haven, Pennsylvania

TENURE-TRACK **FACULTY POSITIONS** AVAILABLE 1992-93

Luck Haven University, Incated in Central Pennsylvania, 32 miles northeast ul State College, is primarily an undergrankale, state-supported coeducation-al Institution of 3,504 students. Its special mission in the State System of Higher Education is misernational education.

Higher folkation is meansitural education.

He University seeks a descene facility which will help it develop a multi-chiral and multi-disciplinary unreculum for the 21st century is normally operated that cardiother for any popinion will complete all its normally operated that cardiother for any popinion will complete all cardiotic veer and appointments will be mainto at the level of assurant protessor. The expected elemental in this and Sciences his first is 2 and in folkations and Haman Services is edited that Ph.O. or the 60. The valety reason and the protection of the control of t

positions are lelted Qualified candidates should send a letter of application, resume, and the names, addresses, and telephone aumbers ut three references. Candidates should submit official or multical transcipts with their application or a soon threather as possible. Address materials to the contact person for each position to: Lock Favers Timershy, Luck Havan, Pearnsylvania 17745. Women and minutiles are shough encouraged to apply.

An equal opportunity, affirmative action employer, the University invites applications for the fullowing positions;

COLLEGE OF ARTS AND SCIENCES

BIOLO CV—Two positions. Applicants should be field oriented and capable of techniques are combination of the inflowing: Zoologic linearetizable and the Links some combination of the inflowing: Zoologic linearetizable and the majors and/or use majors, solitice seniors, and position forming factories contamologic, including, solition interneducy, including, including factories in contempology, including including factories and including factories of including factories of including factories and including factories of including factories and including fa

Sciences.

CHAMISTRY—Primary responsibility will be teaching instrumental asolysis and general chemistry as well as maintaining and upgrading chemical instrumentation. Lock I shaven University's emphasis is un quality undergraduate manufation. Lock I shaven University's emphasis is un quality undergraduate ground prelepted. Contact: On, Arthur H. Cray, Chalippenon, Department of Chemistry, Physics, Geouclence, 2009.

Chemistry, Physist, Geosciences.

POLISII—Audipment is at the branch campus in Clearfield, Pennsylvania, Excellence in Necthing required; generalist with respects in applied checinic section of the control of the con

Science, Haston Volume 2 States—Teach U.S. History Survey, and upper-level course in see of speciality. Expender in colontal and resolutionary rea-tions of the second speciality of the second seco

COLLEGE OF EDUCATION & HUMAN SERVICES

HEALTH SCIENCES—Responsibilities include teaching sporis medicine, analomy and related courses. Spervision of undergraduale students in an Obligation of the Course of t

ASSISTANT/ASSOCIATE PROFESSOR Apparel Marketing

9-Month Tenure Track Position September 1, 1992

Operiorate in Corbing and Tratters or retained self; demonstrated experience in technique and acholoxenils, Salary continenters with experience in technique and acholoxenils, Salary continenters with experience and qualifications. Send GV and three references by Justice 1914, 1992 to 0°, Petricia Warner, Exercit Committing Chick, Opportune of Consumers Statistics, Schimbr Hell, University of Messeels settle-Ampliant, Ambrett, MM ottoos. An Affirmative Action Special Opportunity

technics, foreign Considerer, Special Conference of the Liberton's of South Diche Liberton's opening with Chancel Action of the Conference of

Service reference of emerging productions of the contract of t opportunity, siffernative scrios employer.

Estry Califico (I Hemeniaty - Giocalina, I Julius-rity of Arisansas, College of Education, Julius-rity of Arisansas, College of Education, Amistach Frobtstor of Blassmary Dickerdina. Datier: Teach understand political and any college of the Colleg

menter rudis principal de l'accident de la constitución de la constitu

ASSOCIATE OR FULL PROFESSOR

Race and Ethnic Relations

The Caligns of Lichan, Labor, and Metrospillara Affairs CCUMAI) seeds a three control of the California of the Californ

when VSI Colliges and shoots are ubinered.

CULAN was residuated to enhance the University visital mission is research, service and searches from the College have selected to estimate a consideration of the College have selected accessed when the College have selected declerated and selection for significant programmatic development. Wayne Safe is one of three major comprehensive research selection of the College have selected to the College have selected and college an

Applicants should send a letter of Interest, curriculum vitte, and the name addresses, and phone numbers of four references to: and phone numbers or nour recerences no:
Associale Provost Mario Paper Djikes, Chair
Raccofflmic Relationa Search Committee
College of Libox, Hooke, and Meteropolitaa Affairs
3196 Faculty-Administration Building
Wayne State University
Deroit, Michigae 48203

Wayne State University is an equal opportunity, affirmative action employer

ACCOUNTING

The University of Sculhern Melne's Department of Accounting is seei-ing a person to fill is termin track position at the estation) professor level. Out sect-bigs meds also the stress of sudding and semagoal accoun-ing, with preference les comones who can leach both suddepredicte cauditing and MAR Amangaelis accounting. Teaching discliverseas in empleasand with schelerly activity expected. Starting date: September 1, 1992.

Caddidates will have a Ph.O. or DIA is accounting, or be at one advanced alage of ABD. As individual who is ABO would be eligible for a new-year appointment in the praint of Locuron. Experience seed CPACMA are positive additional factors. Campellitve alerry and bonaffs.

Sond letter of application, vite, sed o Ital of three references postmerked so teler than Pobruszy 3, 1092 to:

School el Buetiuss, Economica ad Mesegenteet RE 103 University of Southers Melae 96 Falcault Street Portiond, MS 04103 PAX 9 2071 790-4602

USM is oa REO/AA empleyer.

University of Southern Maine

Debeying of Actionals in the 100 General State S

Temple University School of Dentistry A Committee of the Comm

is eseking epplicants to full-time (12 month), tenure track positions in selected areas. With a new clinical facility, a strong student applicant pool and a commitmed to exponding research, the School provides an excelle

Available openings require DMD or DDS dagree and eligibility for dental licensure in Ponesylvania. Current Pennsylvania licensure dosirable. Specific openings and requirements follow.

RADIOLOGY: Assistant or Associate Professor to head Rudiology Section of Department of Ont Medicine. Requirements incided advanced training and the Commission of the Commissi

PEDIATRIC DENTISTRY: Assistant or EDITATION DE L'ALLANDA ASSULTE d'ASSOLUTE Prolesson. Dopending on qualification, may head Pediatric Dentistry Section of Department of Opsretive Dentistry. Board slighbility requiret diplomats stetus destined. MPH or PhD and research experience desired. Open 1/1/22 and must be little by 9/1/92. New opening; no epplications on file.

COMMUNITY DENTISTRY: Assistant or Associats Proteeeor to develop didactic and dinical program in geriatric dentistry. Diract course is dentistry of disabled and community dentistry. MPX or substantial experience required. Open 1/1/22 and must be lilled by 9/1/92.

ORAL SURGERY: Assistent or Associate Professor to work primarily with residency program. Board eligibility required; diplomate preferred. Intremural practice expected. Open 7/1/92.

nlerested applicents should send cover letter and cur-lulm vitae to: Temple University School of Dentistry, 00m 415 — CEF, 3223 North Broad St., Pille, 94 9140. Minotily end female candidates are encousaged to pply. An Equal Opportunity/Altimative Action Employer.



Choose TEMPLE UNIVERSITY

CENTRAL CONNECTICUT STATE UNIVERSITY

MATHEMATICAL SCIENCES

ASSISTANTIASSOCIATE PROITESOR: I all 1992, proming landing of position, feeture-data k, in how it consus Sculling as the 85 of 84 of 1992 and 1992 and 1992 are september of the 1992 and 1992 are september of uniques in office separations; solves tendingsaduate or globale subsects and ordinalities an active level of as feedback pain for solventials and active level of as feedback pain for discovering the separation of the 1992 and 1992 are separations as the children of the 1992 and 1992 are separation of the children of the 1992 and 1992 are separation of the children of the 1992 and 1992 are separation of the children of the 1992 and 1992 are separation of the children of the 1992 and 1992 are separation of the children of the 1992 and 1992 are separation of the children of the 1992 and 1992 are separation of the children of the 1992 and 1992 are separation of the 1992 are separation of th

preference ASSISTANT PROFESSOR: Fall 1992, peopling furnising of position. Temporales E. In tooch runners basiling in the EA or AM adapter in the EA or AM adapter in the EA or AM adapter in the EA or EA or

Previous Isoching experience on the ciralises level preference. Send client of application and relations with manner, Addresses, and telephone numbers of three reference. Previous Previous Concent. Committee. Department of Mathematical Sciencest. CENTRACT CONNECTICUT STATE: INNIVISITY, New Bolans, OF 1992. CONNECTICUT STATE: INNIVISITY, New Bolans, OF 1992. COLD is an ANGOL employer. Visuaten, minorities, the handicapped and vesterous or carriadors will legion on releasing the property of the previous previous property of the previous previo

BUILLETIN BOARD: Positions available



FACULTY POSITIONS SCHOOL OF ARTS & SCIENCES

Eastern Montana College's School of Arts and Sciences to seeking a number of innovative and creetive faculty for openings throughout the Science counterioring with the Full 1982 Summier. Solery contingent upon rask sed appointer with the terms of the collective betydning agreement. A pytoprists termined degree required

The state of the s

communication Acts—Search e02-7
Instructor/Assistant Professor (fised term) to teach general education courses in
loterpursonal Communication and Public Speaking. M.A. to Communication re-

SCOLOGY/ZOOLOGY—Search 962-4

-clate Professor feature tyech 10 stech introductory and udvenced
cology and introductory budgey, and to establish an undergraduals
was fin acology, PRD. In appropriate areas with related eccoding years and a concentration of the professor of the p

ducalien required.

MUSIC EQUATION—Search ≠02-9

UAssaciate Professor (innure-track) to leach course in Melinda ul Toschieg

1-12, Foundations of Music. Word Manic Cultura, and Applied Music

sin Bayes andre valics. Appropriate decisors and public schools needing

experiance required.

Ansistent Professor (penno-t-mack) to leach courses in Sosial Issues of American Intended to Native American Intended to Native American Studies. The Islands and Islands is distilly and Awareness. Ph.D. is appropriate Bold preferred, den bockground will teleprate before both to the Northern Ristanffocky bug glor and the autinasi Native American context, and experience with neutronments-based proposers in Involving fedience and con-induse expected.

Community-based prospers in Novivira judicus and non-indiana expacied.

55 ANBINI- Seep 1992 1. 1992 1

Apultations received by the deadline date of Pobrassy 14, 1994 will be given preference review, bowever, applications will be accepted until positions are filled.

Enstern Monteen College Ia on Equal Opportunity, Affirmative Action Employer
Oppiffied Women and Minerilles are encouraged to opply.



GEORGIA SOUTHERN UNIVERSITY PROFESSOR OF ECONOMIC DEVELOPMENT

The Department of Pinance and Economics troites application for in many formed primary and produced pr

curvait Information on 1 signoral severs. Proservation for information on 1 signoral severs. Proservation review in the discontrally qualified with all least the years' aroperrect and no slot inserved necord in applied regional economic leases as will as
publications in nationally recognized scholarly journals. Experience with reverse track position as actionally precedent of the publication of the protier track position assets of September 7, 1992, Salary compositive. Application
desaffine: March 1, 1992. Contact:

William M. Whitaker, Head Department of Finance and Econo Georgia Southern University Landrum Box 8151 Statesboro, GA 30460

A Unit of the University System of Georgia Affirmative Action, Equal Opportunity Employe The names of applicants and nominees, resumes and other general non-evaluative information are subject to public inspection under the Georgia Open Records Act.

trymeland is both agridance to beautiful the control of the contro

UNIVERSITY OF MINNESOTA

Department of Operations and Management Science Curtis L. Carlson School of Management

The Frank A. Donaldson Professorship in Manufacturing and Operations Management

The Casion School of Management is exercing to fill the Frank A. Doubtion Prolessor which is Management as permitted Management, one of 16 distinguished family positions that ever created as popular to the control of the second of the control of

in the county

—Impact this research agenda oil a careler, currently under development, in the area of
quality and productivity (reprovement.

—Take advantage of a close relationship with the University's angineering departments.

—Catelyse efforts to attact additional high quality faculty

The Cettors School has had a long and productive working telescontrip with the Two Cities business community, and makes an important impact on the occasion's water; of the resigns through research, issuering and service. The I cheff Cities may report ment but the largest center of Fortners 500 companies and is a leader in impoveden and sector-long, Special research and outseach opportunities are provided through eight research context. Special research and ourseam opposituruses are provious amongst sign. I The Professorbility was named for Frank A. Donaldson, Sr., a 1912 graduate of the Univer-sity of Minsestota and founder of Donaldson Company, Inc., a wondowide manufacturer of filination products.

ons result be reported before March 15, 1992. Curriculum vites

Arthur Anderson Rativ D. Banker
Arthur Anderson & Co. Obarnos R. Kulberg Chair
Department of Operations and Management Science
Carlson School of Management Science
University of Management
Linkwesty of Management
Minnancis, MM 55485



The University of Misnesote is committed to the policy that all persons shall have equal access to its programs, facilities, and employment authous regard to racia, color, creed, religios, national origin, see, age, mortal satus, disability, public ossistance status, caseron solus, or secure of retaining.

FACULTY POSITION IN EXPERIMENTAL NUCLEAR PHYSICS

Indiana University

The Department of Thuisa nt Indians Lehensity invites applications for in tensor-such faculty position in experimental nuclear physics. Expected to start is fall 1925, subject to building proved. The appointment is author-ized at the Assistant Prolessor level. Applicants must have a PLO, and abould have demonstrated outstanding potential for ladestign vityporous research program and for teaching nt the undergraduate and guidune level.

level. The nucleus physics experimental measuch program on Inclients University is earned out using the indiasa University Quidosse facility (IUC) and customer facility (IUC) and customer facility (IUC) and customer physics, whose cyclotrons provide lipshiroly bearing up to 2.00 (17/3), MeV. The receipt's complexed storage fing with spechotions accelled the companions of the companions of the companions of the companions using accitom cooling and internal stages.

To apply, phase send a complex to by lipschalps, a description of receipt making on the companions of lines inference to be sent to 100, and immigrate for making for Columns. Search Committee.

Chairman, Search Committee Experimental Nuclear Physics Department of Physics Indiana University Bloomington, IN 47405

Applications must be received by the closing date of March 16, 1992. Indiana University is an Equal Opportunity, Affirmative Action Employes.

nomica and Bovironmental Economics. The successful candidate will be aspected to teach a course in Monatary Economics and Environmental Economics as an alternating year bests. Also, all economics such as mainty are expected to teach fractions of Economics. Teaching will be at the undergradusin level, so strength and stage will of consensus. I see seasy to economist is competities, each if will not on the background and gredocitals expelicant. The College of Charleston, and to 1770, it is liberal arts, undersante teaching lestinulou with a studerante teaching lestinulou with a studerante teaching lestinulou with a studerante to great the consensus of approximately 8,000. Charleston.

therethes Associate/Professor and Determine 1, 1995, Summeries such articles of 1, 1995, Summeries such articles 1, 1995, Summeries 1, 1995, Summer

In Silect. SIGE.

Information Assistant Professor to neach immediate superior, and convolution field in sentence the mission as sentence to the silection of the sentence of the sentence

Education: One-year subbatical replacement position for 1992-93 to Secondary Relucation. Technica assignment is slutter secondary methods courses is Theory and Frantice is Secondary Education and Resource als Secondary Education and Resource als Secondary Education. Additional responsibilities include student teaches

Central Connecticut State University FACULTY POSITIONS

The School of Education and Professional Studies at Central Connections State University announces three tensors t redvely with professionals in schools.

Tenchar Educalium (F795): Tenume tanck, 1) pert rank
Tescher education in techci courses in learning and related topics as
the gradurium out undergatudude levels as rupplied in K-12. Advise students, supervise student teachers, rengage in scholarly activity, participation in department, school, multivariety astivities and work to statishild polessioned development schools. Destrustic, record of scholars stip native proteins, and within you work collaborativity in schools required. We will consider all levels, but perfor a surfue-level individual with source continuints of the Angiquent in resulter chorations, original with source continuints or the Angiquent in resulter chorations, originate continuints of the Angiquent in resulter chorations, originate choratio iee in adridie or high school praferral.

Transferr Reluceation (1796): Termon track, Djern Link.
Teacher cilicator to local mod develop undergrarbrise and gualante
course in tractice closelation and classissimal fournitation (phinotecla,
philosophieri, nectal, multiprolingical), swelt to retablish professional
pillosophieri, nectal, multiprolingical), swelt to retablish professional
gage in scientify studies, not politicalipier in inpraisant is, stood and
university satisfactions and an analysis of the procession of the contraction and the contraction of the

für nbove positions, aemi application materials in Fürlle, joyce, Cisale, Department of Tencher Education (address helaw).

Repetal Referentine (1794). Tenure tanck: Assistant Unfewor Tacch removes in appetal eclarent as the critification and grainate lovel, advise attackets, appearing audient seeders a copage in abiotation of the properties and the tenure called an interest profession. Doctories with some combination of facetyremal in really clitification, interest including, more any planting unifer current with special nools assistant acquired. There years lackfully experience, verification in appetal addition, and experience, referringly with early childhood special education in spirits scheme tenting, according to the control of Special Education (1794) Tenure Inuck: Assistant Professor which will include early childhood special needs shildren.

Send application materials to Lynna Snyder, Chair, Department of Special Education (address below).

All applicants must sufmit a letter of appliention, resume, and nomes, and resons, and phone number of three references to the Chales based indexes. The sufficient information when the University Debes and the Chales and Professional Studies, Control Controllers State University, 1615 Studies, 81, New Brittins, 17 Chales (Debes 18 Let Ville Light on 1 Chales 20 Let Lig

CCSU is no AA/EO employer. Whiten, attentities, the landi-copped, and velerans are encouraged to apply.

TRENTON STATE COLLEGE



ACCOUNTING-TENURE TRACK POSITION SEPTEMBER-1992-TEN MONTHS

To teach undergraduate courses meni of Accounting, Treation State including auditing with issuonable research commitment. Ph. O. pre-glerredsind required for tercus. Bank and lastry expendent on quilification and lastry expendent on quilification. The state is the state of the



Education: Gardoer-Webb College sosts applicants for two positions in Deptrims of a Education beginning August 1992. (In Assistant Professor, full-films, to currents. Requirements include terminal agree, a minimum of these years' teaching

rem. Becomitive mapping apprinter comments for his presence of continuous con





School of Education

POSITION OPENINGS: Available August 1992

Issistant or Associate Professor—Etherational Administration: Feech graduate courses in educational administration; advise graduate students and supervise internables and threen work issistant or Associate Professor—Recearch and Instructional De-

rigu:
Pauch undergraduate and graduate courses in computers in edu-sation, instructional design, statistics amifor research methods; adviso and provide consultation for graduate research projects. Assistant or Associate Professor-Teacher Education and Currie-

iccts.

The above positions require Ph.D. or Ed.D., leaching experience, and an active research record. Candidates should have a strong interest in our computer-intensive educational environment. THE UNIVERSITY

THE UNIVERSITY

I brake University has an aerolimant of 7,000 stylents and is the largest Index panies to the largest Index panies to the largest Index panies to the largest Index panies of the largest Index panies of the largest and achools. Art and its demand, and make Communication, Russianes said Tubile Administrature, made Communication, Russianes said Tubile Administrature, the largest Communication of the larges

interviesva wili begin January 15. Letters of application, corriculum vitae, reprints, istinus of refer-

Faculty Search Committee School of Education 3208 University Avenua Orake University Osa Moines, Jown 5031 L

Drake University is an Affirmative Action, Equal Concertually Employer.

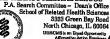
CHAIRMAN Physician Assistant Program

This newly formed department invites pplications for the position of Department Chairman. Program offers a Bachelor of cience Degree as a Physician Assistant.

Qualifications which are highly desirable ere: An sorned degree as a physician essistant of the beccaieuroate level and mester's degree (preferred) in a related area. Experience in developing a P.A. program and toaching in a university based program. This position is a tenure-track position. The Chairman reports to the Dean of School of Chairman reports to the bear of certool of Related Health Sciences and Is responsible for the departmental budget, curriculum dayslopment, accreditation and hiring as well as faculty avaluation.

Plaase submit letter of intent and resums

UNIVERSITY OF HEALTH SCIENCES THE CHICAGO MEDICAL SCHOOL



interferor Personature, faculty residing distinct Schemeler, and distinct Schemeler, and distinct Schemeler, and such as conscribed on Glementery and sidelate of consent mentals; treating enables of the consent mental residence of the consent mentals; treating enables, and consent mentals of the consent mentals of the consent of the c

reference Apprilient for pleasing and processing an



FACULTY POSITIONS

West Virginia Wesleyan College seeks apply attors for the following tourne-track positions, beginning tall 1992. All positions require appropriate dox to-ate learnitudes meast completion may be considered and time commitment to excellent undergraduate leaching, pseudous teaching experience desirable Salary and task negotiable. Minority and female cendidates are encouraged

SIGLIGY: Generalist to teach human life science and environmental science to non-majors and area of expertise complementary to curriculum to upper division majors, for additional inhumation, contact 1304 473-8114. upper division majors. Fur additional inhammation, contact 1304 47-2811.4.

COMMAINICATION [2] positionals East and candidate will basch hamilamentable of speech communication jate two on more of the following attest: most of speech communication jate two on more of the following attest: most of speech communication plant in the following attest in the communication of the communication in the communication of the communication in the communication of the communicati

pinictples course.

FOUCATION 12 positions: 11) Elementary Education with special is ation in special coluration 15:01, and (2) Secondary Education, specialisation open previously advertised; One of list successful candidates must have preparation and/or successful especience a people in educational technology, followin three years: "eaching experience in educational technology, followin three years: "eaching experience a people are demanded by o secondary level.

year's teaching expecience at appropriate elementary or secondary level. West Virginia Westpen College is a Christ-cheledit Blees has at college of 1500 students, focased in the Afleghory Highlands of north cental West 1500 students, becaused in the Afleghory Highlands of north cental West Charleston, West Virginia.

100 GLIARANTEE CONSIDERATIONS: Submit letter or application, custicitum visue and three tensor of reference complete considerable fibr by Festivary 17, 1993, to Or. G. Thomas Mann, Oven of the College, West Virginia Westper College, West

OCCUPATION OF THE PROPERTY OF



1992 FACULTY OPENINGS

Defa Ana Branch Cormunity College, a branels of New Mexico Stat-Delversity, la located in one of the fistest growing areas of the numery. A certiful atmospher for both stedems and feedly make this an exceptional certiful atmospher of the state of the state of the state of the Over 3,000 attackets are enabled to the state of the state of the cutures leading to associate its explicit extensional for records or estimates. The College's commitment to teaching and learning explires a stellars of stated to the state of the s

salled leening socily.

Palliton listed bein are insure track. On the job superiorse in the dissipline is required. Expenience in post-secundary tracking is preferred. Advising, recruitment, creation, and exists as assigned. Historia, including croup medical, benefit, and disable locureure, group life insurance, and state exbessional entirement. However, explicates will begin immediately and continue until positive are disable. Surrings data ASAP.

als/y and cantines un'til postuose ar nues, statting mus Alary.

BERT, Paramelle languate/hadatast Prefessor-decalitos extraded,
Touches EMT-desic, intermediate, and Pasamello suutees as voll nafreshart courses for Emergency Medicine. Taschine seagments will inretained until the continue of the co requires as wein as appropriate incensary, 425,000-429,000 for 12 months. Radiologic Technology Intervent/Assistent Previouses, Supervisor and evaluates assistents in the children portion of the program. Teachos pusition produces a supervisor and the program of the program

Sand letter of application, réasmé, reforences and transcripts to:

Donaciane B. Gonzales, Provod Dona Ann Branch Community Gollege P. O. Baz 30001, Dept. 3DA Las Cruces, New Mexico 88003

READING

Anidates i Prolesser di Estensitray Education-Sealing Diagnosis essaraisis. Septem 1.

Anidates i Prolesser di Estensitray Education-Sealing Diagnosis essaraisis (Sealine). Anidates (Sea

SFASU & an AAVEO EMPLOYER

THE UNIVERSITY OF IOWA

Faculty Openings in Organizational Behavior and Organizational Theory

The Department of Management and Organizations in the College of Business Administration at lows anticipates two faculty openings beginning Fall Sensester 1952, one in organizations behavior and the other in organizational theory. The ratk setting to both positions is open and will depend on qualifications and

resperates.

The infinium qualification for the organizational behavior position is a doctoral degree at or very near completion in a grantizational behavior, organizational psychology or a cleady releved field of research. The intrinsum qualifications for the organizational behavior, organizational accidency or a cleady releved field of research. The intrinsum qualifications for the organizational theory positions is of doctoral degree at or very near completion in experimental theory, organizational accidency or advanced course at the barcheter, menters and doctoral degree at other and to conduct research of publishable quality in the area of interest are better requirements for both positions. We are particularly intorested in identifying conduction of the organization and the conduction of the organization and control organizational theory position, preference will be given to candidates with established scholarly records who can immediately participate in the training of doctors when the same distribution of the organizational string of doctors attended to the candidates with established scholarly records who can immediately participate in the training of doctors attended to the candidates with established scholarly records who can immediately participate in the training of doctors attended to the candidates with established scholarly records who can be considered to the candidates with established scholarly records who can be considered to the candidates with established scholarly records who can be considered to the candidates with established scholarly records who can be considered to the candidates with established scholarly records who can be considered to the candidates with established scholarly records who can be considered to the candidates with established scholarly records who can be considered to the candidates with established scholarly records who can be considered to the candidates with the ca immediately participate in the training of doctoral students are provide faculty leadership in the organizational theory area.

Applications for these positions should include a curriculum via, samples of recent research, including a dissertation abstract for new Ph.D.'s and it he names and addresses of three persons familiar with your leaching and research. Please direct application materials to:

Professor Edward J. Conton College of Business Adminis The University of Lows Iowa City, IA 52242

The University of lows is an affirmative action/equal opportunity employs with a strong commitment to encouraging diversity. Women, members of ethnic minorities and disabled persons are especially encouraged to apply.

mornium mantantima de la companion de la compa

Anticipated

ASSISTANT PROFESSOR (2 Positions)

LOUISIANA STATE UNIVERSITY

Cullege of Education Department of Administrative and Fanadational Services

The Department of Administrative and Foundational Services is inviting quidealtons for two terms extra k Assistant Undersor positions beginning August, 1992. Respondibility include two days, research, service, against student advising. Scharge is connectant with qualifications and experience.

experience.

K. 12 School Administration. Qualify astons melusic a doctorate in other-tional administration or a related field in the social and helicitoral sciences with a strong records outcratation. Preference will be given to individual with specialization in some acts of K. 12 devided administration.

with apprenary aims in some steen of the 12 arbivol assimutations. Christollond Almohateration/Very, Qualifications turbule a discussed coloreband administration or a related field in the so-red and behavior and administration or a related field in the so-red and behavior individuals with specification in public discusser, public in education, and policy abudies. The opportunity exists to participate in the College's new Educational Pulicy Phicarelle Lenter.

Send latter of opplication, vita, and the names, arkitesses, and telephone numbers of these references to the appropriate chair:

K-12 School Administration Search Committee
Or. Charles Teddile, Chair

Educational Administration/Policy Search Committee Or. Cary Crow, Univ.

Department of Administrative and Fennylational Services 111 Peakedy Half Louistan State University Batun Rouge, LA 70803 (504) 388-6900

Review of applications will begin February 1, 1972, and will continue until the position in filled. Louisiano State University is an Equal Opportunity. Affirmative Action Employer: women and calcurities are encouraged to

in Neytheas Kanna, one hoer Irom Karma City and two mady uses authorition.

The product of the

RULLETIN BOARD: Positions available *****************



College of Health and Human Services

Department of Physical Education and Sport

James Madison University

Out to the early retirement incentive program instance by the Commonwealth of Virgina, the Department of Physical Education and Education and Education and Education and Education and Education that feet of 1882, and introduce tracely produce research and salarhing parameters in higher selection desirreduce and the selection of the s

Non-tenura pealties: Mester's degree required. Ablity to teach a veri-ety of activities desirable. Responsibilities: teach undergraduets cleas-es, advise students, and perform service activities. Areas of experties seaded: Individuals with expertise in one or more of the following stage are ancouraged to apply. Hiring is subject to budge-tary constraints.

ther education (mathoda and supervision of student teaching)

Teacher education (methods and supervision Motor development Adepted physical aducation Sports management Aqueties (instructor certification required) Various activity classes

Adjulate vinit/ usby formacion required Vinition should be inside the second comments at with asperi-ence. All peaktions are dependent upon state funding should be second be reviewed if a visible certificity second second second second peak all second second second second second second second peak all second second second second second second peak all second second second second second second peak all second s ing. All interested individues encus sense a muse or appropri-tying the crease of expertise for which qualified include a current and the sense, eddresses, and phone numbers of three referen Send materials to:

d materials to: Search Committee Department Department of Physical Education and Sport 208 Godwin Hall James Medison University Harrisonburg, VA 22807

James Medigen University is located in the heart of the Shanendoeh Velley, about 100 miles southwest of Washington, D.C. The university is primerly an undergradulest institution annoling over 11,000 abu-dants and is strongly committed to excellence in teaching and encour-negas research and service.

Jemes Mediaen University is an &D/AA ampleyer. Qualified womas and misorities are esseuraged to apply.

WESTERN CAROLINA UNIVERSITY

Department of Communication, and Deserved via yold in the case to the Communication of Comm

--- powden in ventering, producing and compare appreciation.

"Polition — Co-vision Designer/Colories, Anhabito/Moscile Pickeror depending on producing and expendence and

STEEL SEATE . COCKERS. Burghes, Missell Education Transaction of the Steel Ste

The continue of the continue Charman
for handly and activities Charma
for handly and activities is universite
for handly and activities is universite
for handly and activities is universite
for handle continue to the continue to the continue to the
formation of the plant of applies
for the continue to the continue to the
formation of the continue to
formation of the
format



3 Faculty Positions Maternal Child Health Full-Time Community Health Full-Time Medical Surgical Full-Time

Our unique nursing program offers twice the number of clinical hours that most programs offer, and our hands-on approach builds greater skills and confidence in students. At Husson College, classes are small, allowing faculty the opportunity for erestive, one-on-one teaching. Join our highly qualified and motivated staff, who work in it supportive environment which includes extensive library service and close ties to a major medical center.

Eastern Maine Medical Center is a 426-bed regional referral center which serves nearly two-thirds of the state of Maine. EMMC offers a full range of health services, including intensive and critical care for infants, ehildren and adults. Located in Bangor, truly a "city in the country", EMMC is nestled along the shore of the Penobscot River,

Husson College is a career-orientated private college in Bangor. The college was established in 1898, and has more than 1800 students. The Husson College/Eastern Maine Medical Center Baccataureate Nursing Program is accredited by the National League for Nursing and approved by the Maine State Board of Nursing.

POSITION QUALIFICATIONS:

Master's degree in nursing and elinical experience in area of experi se required.

Doctorate and college teaching preferred.

Send letter of application and resume to:

Cathy Eussenich, RNC, MS Chairperson, Appointment & Evaluation Committee Husson College

One College Circle Bangor, Maine 04401



UNIVERSITY CALIFORNIA, RIVERSIDE

The Ethnic Studies Program of the University of California, Rivascude is re-crubing low a terrure-track position affective July 1, 1992 or later in Altican American Studies either with a Joint appointment in a saletted deportment pointment in California Californi

appointment, rank open.
We are particularly intensed in candidates with distinguished records in traceach and publication at well at a stone commitment to teaching excellence, and thereby eligible in exponiment at the Associate or Dill Podessor level. However, scholasts of unusual promise at the early stage of that it careers will also be considered.

will also be considered. Please submit later of application, with curriculum visae and supporting ducuments, including times laters of recommendation to Eufermia Reya Muore, Administrator Assistant, Ethnic Sudias Program, University Office Building, Room 101, University of Collisonia, Riverside, CA 92521. MATE-RIAS MATS BET RECEIVED BY FEBRUARY 14, 1921.

The University of California is an equal opportunity, affirmative action employer. Eligible women and minority candidates are particularly uncouraged to apply.

Anticipated Positions

Bank Street College of Education Graduate School

Applications are invited for into just-time, academic years portionary applications. Incomparation of the property of the principle principle

schightiship and research.
Resding/likerery: Earned doubleste, We seek (helfvide lew hits screenfel) section for properties and bedeground in comprehensives and likery proping and excellential. Chair. Kellererin Chornel.

Basel Edward Barred Gold Research Applicants abroads here a stone bestpassed Edward Barred Gold Research Applicants abroads here a stone bestpassed transfer of the stone of the stone

pyive Ross.

The Barch Committee will begin reviewing applications on Fabricary 1, 1992 and will positions only the positions are tilled. Send in the of application, curricultum riles, end names and dedicases of the resulted in curried being a finished process of the Challe in curried above, Barch Strate College of Education, 5 to West 114th Bit, New York, NY 10025. Bank Street College of Education is an affirmative action, equal opportunity amployer.

untilizations and experience. Appointment of the property of t

and rough? AMED.

Indicate the control of the contr

Bulletin Board (202) 466-1050



FACULTY POSITIONS

Nominations and applications are invited for the following positions at Beaver College, a comprehensive institution of 2,000 undergraduate and graduate students in advisoran Philadelphia. Beaver College has a strong commitment to diversity, and minority condidates are urged to apply.

Unless otherwise noted, candidates should have the doctorate or be ABO, appointments will be at the assistant professor level, beginning Rell 1992. College teaching experience is desirable. Sabstes are competitive and depend upon education and experience.

upon inducation and experience.

Please send a lettle describing your interest in the position, a curriculum vitae and the names, addrasses and phone numbers of three references to the appropriate contact person, Beaver College, Gliestide, PA 19033, Raview of applications will begin on the describing dates specified below and will continue until the potitione are filled.

Balacaltent spy Childhood, Search reopened for lauter-track position as coordinator of early childhood programs, Responsibilities trictude teaching graduate and undergraduate and early childhood and human devolopment courses, student advising and other leads of program coordination. Confact. Proc. Jeffersy Shallac, Chail, Education Department, Deadlan February 15.

Fina Artist [Buthotor/Artist: Ankicipated lenure-mark position. Responsibilities include graphic and invotor design, science illustration, and foundation program. MER required. Fina Arts is among the College's largest undergraduate response and is accredited by NASAD. Contact: Mr. Demits Koronan, Chetr. Pine Arts Department. Deadline: February 28. Prine Arts Department: Deacthers February 26.
Historys Modern European and Third World: Anlicipated fenure-brack posi-tion to fasch survey strice 1500 and upper-division courses. Secondary field in The World arm destrict. Ph.O. and feating reporterior sequencies, bulken-tic programment of the Committee of the Committee of the Committee of the recommendation to Prof. Lloyd Albernathy, Chair, History Department. Geaddline: Pebruary 1.

Psychology Social Psychology, Tenure-track position. Applicants should have interest and skill in angaging students in laboratory experience Conject: Dr. Berbere Nodine, Chair, Psychology Department. Deadline: February 1.

The second secon



Del Mar College

Del Mar College is e two-yeer community college located in Corpus Christ, Texas. The college has 10,000 academic and a total of 25,000 students each year including those in occupational and continuing education programs.

Corpus Christi is located on the Gulf of Mexico approximately 135 miles south of San Antonio. The Corpus Christi Bay Area has e diverse population of over 375,000. The population is largely

Del Mar College anlicipates administrative, tenure track and/or teaching fellowship vacancies in the following areas for Fall 1992-1993 (master's degree required.)

Business Administration (12-9101F)
Business Administration (12-9101F)
Business Technology (12-9102F)
Counseling (12-9108F)
Dental Assisting (12-9108F)
Electrical Engineering Technology (12-9108F)
Geography (12-9108F)
Law Enforcement (12-9108F) Law Entorcement (12-91097)
Mathematics (12-91097)
Nurskeg (RN) Associate Degree (12-9110F)
Philosophy (12-9111F)
Physics (12-9112F)

Salary: Faculty - \$26,825 - \$32,970 per 9 months. Fellow - \$23,878 per 9 months.

Deadlina: February 4, 1992 at 5 p.m. Letter of interest, resume, transcripte and other credentials must be submitted as a packet and must be received by deadline date.

Applicants must clearly specify position(e) of interest, including position number(e), and provide duplicate materials if applying for more than one position to the Office of Human Resources, Del Mar Coblege, Heldenfels Administration Besiding, Roem 197, 101 Baldwin, Corpus Christ I, Tzusz 7804-5897; (612) 88-5134. Finalists will be ired to complete employment application.

Del Mar College offers competitive salary commensurate with degree; liberal fringe branifis, including group health insurance plant (FMO or onwentional); Social Security, like and long-term disability coverage; pad sick leave; 22 pad holidays; optional deatal and vision care package, and referement plans (extend or optional).

Del Mar College will be closed for the holidays from December 21, 1991 to January 5, 1992. Normal office hours will resume January 6, 1992. Nich hours who hours will resume January 6, 1992. Office hours will resume January 6, 1992. Office hours Monday - Thursday: 7:30 a.m. - noonered 1 p.m. 5 p.m. On Fridays; 7:30 a.m. - 12:30 p.m.

Dei Mar College reserves the right to extend search or not offer position advertised. Proof of work eligibility must be verified for successful

Equal Opportunity/Affirmative Action Employer Minorities, women, and handicapped individuals are encouraged to apply.



EDUCATIONAL LEADERSHIP Fall 1992

That Professor of Dilometrocal Industrials, The confolione mass is able to of transcerment proof committens at the choicenside admiration conform recognitude and the conformal professor and the conformal professor and the conformal professor and the conformal professor and conformation and conformation professor and con

gration presents at the University of St. 10 the proof of the control of the cont



EASTERN MONTANA COLLEGE Billings, Montana

FACULTY POSITIONS

SCHOOL OF BUSINESS & ECONOMICS (contingent upon funding)

a FINANCE a INFORMATION SYSTEMS & MANAGEMENT & MARKETING FINANCE: Basic Finence curriculum, insurance, and possibly Real Estate. Doctorate or final stages of dissertation and teaching experience required for

INFORMATION SYSTEMS: (fixed term position) Database Management, Structured Business Programming, Decision Support Systems, C, and Pascal, C++, Systems, Analysis and Design, Telecommunications, and Networking, Doctorate or final stages of dissertetion and reaching experience required. AMANAGEMENT: General Management curriculum courses, Business Policy, and International Business. Doctorate or final stages of dissertation and teach-ing experience required for tenure track.

MARKETING: General Marketing curriculum courses, Sales, and Consumer Behavior. Doctorate or finol stages of dissertadon and teaching experience

required for transe track.

APPLICATION, Start clatter of Application, Résumé, Transcripts, Three Letters of Reterence, and Amoutased Teaching Evaluations to:

Dr. Ayan's Control, Dean Score of Starting Score of Score of Starting Score of Startin

Applications received by January 31, 1992, will be given preference review; however, applications will be eccepted until positions are filled.

ans College is an Equal Opportunity, Affirmative Action Employer, Women and minorities are ensouraged to epply.



ASSISTANT PROFESSOR ASSOCIATE PROFESSOR PROFESSOR AND DIRECTOR

FASHION DESIGN PROGRAM: Teach bello and advanced courses in tist pattern and draping, senior design collection, related eroes. Con-dinote undergledusta program and annual teathon show, Profession at experience in isahion industry preierred. MFA or equivalent is-quirod.

quirac.
ENVIRONMENTAL DESIGNINTERIORS PROGRAMS: Tasch besic end edvanced ocurse in all phoses of interior design. Must have skills in outrioulum planning a red progrem development; altrong profession-al design expellence praier ad: MFA or equivalent required

al design experience practical MFA or equivators required.

Positions begind hugues 1992, eight and one half most a spootiments, renewable, terrus-frack, Submit letter of application, returned, terrus-frack, Submit letter of application, returned, submit of least-ing principary, 10-20 diese of own and subdurative took, and of the submit of the submit

assibil record et a principal or asperirero-dros and gradanis penchina, asperianes de construires de la compania de la compania de la apricacian vivia, ultre altiente el miranteri from profesioloxal collassons and examples-tivos de la collassons and examples-quiates, Gruchau Gabert of Risonatos, Pro-fesioloxal Profesioloxa and Sorbil Work, Ververer, Mala SPIT, St. Pinal, Indomenia SHIGS, Attention. Or, Karen M. Ristona Desafinos, Pictorary J. 1922. Histonato-positione, Processory J. 1922. Histonato-to de la construire de la construire de la varenty of 81; Thuman In a condicatalonal matuliario nitro en antierracione necel-

Educational Perchadusy: Educational Per-chadus of the Committee Indicated Committee Indicated united and committee Indicated united and committee Indicated Committee Indicated Indicated

minorities entre umand to neutra. AMERIO, edicational prolesiony. Saic transference Assistent or Arrocciolis Prolesion, camera America, and a constitution of Arrocciolis and Arrocciolis and a forest and a few servers, the arrocciolistic and a service and a constitution of Arrocciolistics. More laws that the proceedings of the arrocciolistic and proceding and proceding and a service and an operation of the arrocciolistics. More laws that the constitution of the arrocciolistics and a service and a convex or publication and a service to the constitution of the arrocciolistics and the arrocciolistic

Educational Technology: C122-1122-91.
The Department of Education of Concordia University invites applications for elementaria position in Educational Technology at the rank of Amiliana Professor. Candi-

dates by the contine are expected to have research and tracellar attentions in an order of the contine attention in an order of the contine attention attent

And the second of the second o permitten entirent of Contral, finest introductional testimation, Contral finest introductional testimation, Contral testimation, Spontant State Lip Accounts to the production of contral testimation for contract and contractions of contraction for contractions of the contraction of Contraction of the Contraction for Contraction of the Contraction of the Design and an in I facility position, the Design and an in I facility position, the Contraction of the Contractio

Regis College ENCELLENCE IN THE JESUIT TRAINTING

Assistant or Associate Professor

The Computer Science Department seeks o full time tenure track faculty member of the Assistant or Associate Professor level. PhD in computer science or related field to preferred. The candidate will be expected to essign in ongoing curricular development and implementation of the Computer Information Systems niejor. Candidates must have a strong interest and experience in teaching undergraduates in a liberal sets college with strong pro-fessional programs. Evidence of love of ideas, creative and effective classroom leaching, and significant profes-sional activities destrable. Position beging: Fall, 1992.

As one of the units of Regis University, the College is o pass of the united as regard on versity, and chiege is of lesstill liberal arts institution located in Denver, Colorodo. The College is dedicated to excellence in the Josuit educa-tional tradition. We seek to examine freely and thorough-ity the dominant values underlying society and major greas of knowledge so that our graduotes might become articulate and persuasive leaders in the search for a more

Complete applications should include a letter of application, a current resume, and three letters of recommenda-tion. Applications must be postmarked no later than February 7, 1992. Direct applications to: Dr. Disne Wagner, The Deen's Office, Regis University, 3333 Regls Boulevard, Denver, CO 80221

Regis College encourages applies tions from quotified minority, women, and Jesuit candidates. EOB





SPELMAN COLLEGE

Tenure-Track Position

SPELMAN COLLEGE invites applications for the human-tack position listed below for the 1992-92 accedence; peer beginning August, 1992. Foundards (III), Spirman is a protein slow-year blood and colleges for common its field under the college for some in the United Sectors Spirman as monthless the shade library to the College for some in the United Sectors Spirman as monthless the shade library to the College for the Spirman as monthless the shade library to the Spirman as monthless than the Spirman as the Spirman as the Spirman and the Spirman as the Spirma

MUSIC

Asstant Professor in Music History with a secondary area of specialization, predembly from one of the following areas: plano, theory, Responsibilities electring music hatory course to the numeric major. Ph. D., successful sections appetitive. a demonstrated internal in meanch.

Application described in James 23, 1992.

Send professor.

Send application, vita and three latters of recommendation to: Dr. Joyce F. Johnson, Chair, Musis Department, Spelman College, Box 246, Atlante, GA 30314.

SPELMAN COLLEGE IS AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER.

Program accreditation. Ossilifications: Doctored diagrams in one of the disciplines of th

Applications and nominations are invited for these entry-level (Assistant Professor), full-lime, nine-month, learne-rack leasily posi-tions available August, 1992. Applicants should have the appropriate terminal degree. Successful teaching and scholarly activity are highly delarable. Salary based on credentials. Woman and minorities are ancouraged to apply. Allimetive Action/Equal Opportunity Employer.

RIJLLETIN BOARD: Positions available

WESTERN KENTUCKY UNIVERSITY

College of Business Administration

College of Education and Behavioral

Sciences

Potter College of Arts, Humanities and

Social Sciences

Ogden College of Science, Technology and Health

iend letter of application, resume, three letters of recommendal and transcripts to the etteration of the appropriate search committee:

Office of Acedemic Affeirs Wastern Kentucky University 1526 Russellvills Road Bowling Green, KY 42101-3576

CHAIR

DEPARTMENT OF EDUCATION

Available August 1, 1992

(Search Reopened)

Qualifications: An earnod doctorted in field releted to preparation of teachers or administrators; shilly to provide academic leadorship; without some single relative to the first factiveness, and professional involvement, strong interpressnal selling indorstanding of the issues in teachers and the selling interpressnal selling indorstanding of the issues in teachers and the selling interpressnal selling interpress

casion program.

The Department of Education is one of three in the College of Education and offers undergraduate programs in siamontary and specific description, see self-size graduate in a second of the control of

Former applicants need only request that files be renti-veted. Screening of applicants will begin Fabruary 1 and continue until the position is filled. New applicants should submit latter of application, vite, three letters of refer-ence to Dr. Stuart Bonnington, Chair, Seerch Committee, Box 4837, Austin Peny State University, Clerkeville, Ten-nesses 37044.

AN AA/EO EMPLOYER Applications from Women and Minorities Encouraged

Spanish — emphesio on 19-20th century Peninsuler literelure; interest in multicultural & women'a studies

Inorganic Chemistry
 Mechanical Engineering
 Carlogrephy(GIS
 Architecturel Dretting/Deelgn end CAD
 Three poeliions evallable

Accounting - Tax Economics - International, Legal, Financial

Peychology - Educational Psychology - School/Clinical Psychology

Teacher Education - Reading/Elamentary Education

Modern Languages and intercultural Studies

Isnegement - Human Resources

Engineering Technology Geogrephy and Geology Industrial Technology

Send letter of enall

Utica College of

Syracuse University

Applications are being accepted for the following full-time, tenure track positions to begin Fall Semester 1892.

indiciane, toware track jointines to begin Fall Section 1. Speech Communication and the course of the Speech Communication and the course of the Speech Communication. Into With Course of Speech Communication and the Course of Speech Communication. In with Course of Speech Communication and the Course of Speech Course of Spee

Applications are elso being accepted for:

Apparentisms needs to be leng accepted to:
Otherctor of the Libesty: Recytoderillities include administrative content, budged proposition said control; plassing, line work tiependring
tent, budged proposition said control; plassing, line work tiependring
tent, budged proposition of the control of the control
tent of the control of the control of the control
tent of the control
tent

To epply, send letter of epithesian, vita, and the names of references to:

Thoates G Brown, Ph.D.
Vice Provident and Dean of the College
Pitca College of Synches University
1800 Barristone Road
Ulica, New York 13502-4862

Searches will remeiu open mill the positions are filled; corly applications, however, are hest assured of receiving full consideration.

Ution Collage is ea Affirmotive Action, Equel Opportunity Employer and specificelly assourages women and minorities to apply.

BIRMINGHAM-SOUTHERN COLLEGE

ASSISTANT PROFESSOR

Economics

Tenure-track position at the Aostana Professor level beginning August 1902. Ph.D. et al. (1902. Ph.D. et a

School of Occupational Therapy Texas Woman's University

HEBREW

Columbia University, Department of Middle East Lenguages and Cultures ennounces a search for a lecture in Hebrew. Cendidate should be a Ph.D. or be working toward e Ph.D., with experience in University teaching of

suchlar toward e Ph. D., with experience hu libreshiy bacching of Hobieva as second longuage on all levels, Salay is competitive and depends on qualifications and experience. Applications and experience. Applications produced by the production of the production of

Two site-month issues-truck incubs positions busineing Fait 1992. Master's disparent recisions a served decisions pre-interest. Heat the slight first because free recisions and served decision for the second recision. Justice 1992 and reference to Carol Freezen, School of Occupantosis Linux (School-1718, 817/895/8002. Deadline Alach 15, 1992 or until Ried, Equal Opportunity, Affordative Action Employee.

to: Professor Larry L. Klenty, Chairman, Facalty Bauerling, Committee, DieselFacalty Bauerling, Committee, Dieselrent of Minnesota, 200 Union Excel 818, Minnespolis, Minnesota, 200 Union Excel 818, Minnespolis, Minnesota 34831, The last date for receiving applications will be Ayed 1, 1997, for the position evaluable Spectories 16, 1997, The Minnesota Committee of the Professor 10, 1997, The Minnesota C to configu againment deutent; perform teatrant organic and metaletism relative to the performance of configuration of the performance of configuration teatrant to the performance of configurations of performance of configurations of configurations of performance of configurations of configurations of performance of configuration of configurations of performance of configurations of confi

The contract of the West State of State State of State State of State St



Billings, Montana

FACULTY POSITIONS

School of Education and Human Services

con un ten precent y existence has considered to be considered to the considered of the considered to the considered to

SCHOOL OF EQUICATION AND ITUMAN SERVICES

APIAON—Estacational Leadership Positian, Search #92.1. Kouponsibilities include teaching underdusten and guadanie couries in educational leadership and supported teaching understanding and produce of the programs in leadership, and supporting students in listed these I settings.

DEPAREMENT OF CURRICULUM & INSTRUCTION

AP.—Science Education, Search #93.2, Responsibilities include leading undergood graduate courses in science education and technology, superveng practice devia and stakent reachers, and participating in the Professional Development Science.

OLPARYMENT OF SPECIAL EDUCATION AND READING Special Education Saponvisor, Sewich #92-3. Responsibilities include teaching uate and graduate courses in special education and supervising students in sand student sechning experiences.

i and student rectoring experiences INSTITUTE FOR HEALTH & HUMAN STRVICES As Services, Scarch #92-4. Responsibilities including torching undergraduate ste Connex in incluin and human services and supervising students in Incluince

en dig galaiset contrat in health and human services and superviving students in health Lound ceitings.

APAGOT—Cassarler Educator, Search § 92.5. Responsibilities Include searching undergadase and optication course in consonit-ordination, servicing adareties in feed board searching, servicine in particular time, and primary responsibility for commands countries, and consonitation of the commands of the command

programs, vicanizate mode andus, socianic e mans and outpute entering required. Concluding man and a listic of against learning and an analysis of the problems of a registration, products therefore, and supplies a problems of a registration, public best-right, and surplies of problems are filled to the problems of the problems are filled that, and an analysis of the problems are filled that, such as the problems are filled that, and the problems are filled that and the problems are filled that, and the problems are filled that are filled that and the problems are fi

EASTERN IS PROUD OF ITS COMMITMENT TO AFFIRMATIVE ACTION,
Applications from published women and minorities are precurated.

CHAIRPERSON, Education Department

We are seeking o creative, enregatio person who can build upon a growing and soccaseful program and help articular a violation of teacher education for the year 2000 and beyond. The University is propared to provide the nonzero yearport, including letture-stock limits, it prichary late growing to provide the nonzero yearport, including letture-stock limits, it prichary late growing the section of the provide letture and year to provide letture which year both upushedow methods and which semantishes that is the University of exademic departments, porticularly in activities and melamentation. Through such programs were seek to affering personal provide with the provide letture and provide letture in the provide letture and provide letture in the provide letture and provide letture in the provide letture in the provide letture is the review of the provides of the three in the provide letture is the review of the provides of the provides and the review of the provides and the provides are the provides and the provides and the provides and the provides are the provides and the provi

presents, succining, and lookedwith to maint sportulement at the wink of his proteinsors.

The proteinsors of the proteins of the proteins of the proteinsors of the

UMBC is an equal opportunity amployer. Minocities, woman, and disabled are encouraged to spoky. Applications received by Fabruary I will be given full consideration. Sead latter of interest, curriculum vites, and list of potential references to:

Search Committee for the Chair Department of Education University of Maryland Belamore County 5401 Wilkens Aweaus, Belamore, MD 21228

Cranishan sensing a recition must be offi-ficed to the control of the control of the con-trol of the control of the control of the con-crete libraries with subsiding with an exer-cition conformation and quantum tiles. On the conformation and quantum tiles, which is the conformation of the con-crete control of the control of the con-crete control of the control of the con-trol of the con-trol of the control of the con-trol of precious la preschool. Templite of other cation inclinatory and supervisite of each cation inclinatory and supervisite of each cation. The cation of the cation of the cation inclinatory and the cation of recommendation, such price is insert of the cation of the cation, Ladier College, (Income), town 2310/1000, such (Income), town 2310/1000, and the College, (Income), town 2310/1000, and (Income of continuous tasking income of the continuous cation is continuous.)

Billion. An Articlasor temperature of the properties of the second prop



School of Nursina

The University of Pennsylvania, School of Nursing Invites applicants for positions on the standing faculty, tenure track or clinician educator. Among the areas possible are Community Health, Adult Health and Illness, Health Care of Women, Psychiatric Mental Health and Nursing of Children. A Master's degree in nursing and doctoral degree in nursing or a relevant discipline are required. The positions are currently available. Salary range will be commensurate with qualifications and experience. Interested persons should write immediately sending their curriculum vitae to:

Claire Fagin, Ph.D., F.A.A.N. University of Pennsylvania Sahoal of Nursing 420 Gaardian Driva





The University of Georgia

Franklin College of Arts and Sciences Department of English

DEPARTMENT OF Engiss.

The Department of Knglind of the Promisin College of Arts and Sciences, University of Georgia, is exciting to fill the position of Hond of Department, Nominations of sud applications from distinguishment of the College of Engish or American Hierarchy of Engishers of Indian Street of Engishers of Engish

nd Inquiries should be addressed to:
Professor Lestor D. Stephons, Cheir
Department of English, Park Holl 284
University of Doargia
Athene, Georgia 30002
(494) 842-1281

An Equal Opportunity, Affirmative Action institution

Distinguished Visiting Professor Washington and Jefferson College

Weakington and Jefferton Cofe go seeks a Olatingsinhed Visiting Pro-line of the Cofe of t

gussad Visting Professor could teach an upper-lavel course in an oper-porter assessment claspine. Before to be commented with question to Dear Koren M. Bush. Search product, at require for information to Dear Koren M. Bush. Search 15301, Applications should dissorbe on Codings. Weshington, PA, 15301, Applications should dissorbe on Codings. Weshington, PA, 15301, Search Search Search Search Search Search 15301, Search Search Search Search Search Search 15301, Search Search Search Search Search Search 15301, Search Search Search Search Search 15301, Search Search Search Search Search Search 15301, Search Search Search Search 15301, Search Search Search Search Search 15301, Search Search Search Search Search 15301, Search 15301,





INDIANA UNIVERSITY-BLOOMINGTON School of Education

Early Childhood Education. Tenun-hack assistent or associate professor. Coordinate early, childhood seather education programs at unindergrahates and experted particles. Added the education programs are sent of the entire transport of the entire transport of the entire transport of the entire transport earlies to easily childhood community. Puruse a createsch program and publish in recognized productional purpose is careful and these cannel discribes it is early activated to the entire transport of the education and the entire transport in early activate, the entire transport of the entire transport

Professor Les Damin Letterational Psychologys. Termus-track assistant professor. Permany re-sponsibility to such at underspendates level and to develop and coordinates innovative approach to its repubblicity forcemponents of the states educa-tion program. Some graduate level flog as well. Candidate must level and the professor of the professor of the professor of the professor of excellence in landscape and research Expensione or internal mechanisms learning only to defend but not required. Chail of Search Committee, Professor deck A. Committee.

sechnology is derived but not required. Under us created and untiling samples to space for the properties of the properties of the properties are secured in specific properties section from the characteristic properties are by Bloomington, IN 47405. Screening will being resulting 15 and confinue until successful candidates are identified Starting date for positions, August, 1992.

INDIANA UNIVERSITY IB AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER, WOMEN AND MINORITIES ARE ENCOURAGED TO APPLY.



The Wichita State University

COLLEGE OF EDUCATION

Corrected Position Description

Tenure eligible position in the College of Education is announced for academic year 1992-93 effective August 17, 1992. year 192-93 become rugues 17, 1932.

Dept, of Curcholum and Induction (Assistant Professor)

Requirements famed doctorate with emphases in elementary education and

Requirements famed doctorate with emphases in elementary reducation and

schools. College teaching and pulliculation devoted in the enemany initial

course in socialmuli-cultural and elementary education, supervise field expe
tances, and conduct and disseminate research in specials.

ichoid, College buchte, any parameters of country of country in co

WSU is an Affirmative Action, Equal Opportunity Employe

Central Oregon Community College

INSTRUCTOR OF BUSINESS AND MANAGEMENT

The Collage is sending an acceptional disastroom reacher in develop and seach countees in business with amphasis in unsagement, QLALIFCA. Decimies or reset and their required; Decimies or reset and their required; Decimies or reset and Reset in required; Decimies or reset and Reset in required; Decimies or reset and Reset an

itit TTT meet kultustiest Trustitist tilastigest Trust meet meet terptest test test til gestelle test til stre

con are atomory uncouraged to apply. Topicorring, Ancadiac Chairprant, De-periment of Electrical and Company Rais-courage, Profits in International University, Annual Company of the Company of the Profits of the Company of the Company Profits of the Company of the Company of the Demokrate profits for Amounts of the Demokrate of Electrical Company of the Company

THE UNIVERSITY OF SOUTHWESTERN LOUISIANA College of Education

Department of Curriculum and Instruction P. O. Box 42051

Lafayette, Louisiana 70504

Tenure Track Positions for August 1992

Assistant Professor in Reading, Responsibilities in indetecting mole-gratinate courses in severalary and elementary reading. Addition a quantilities contil further severalary methods: Severalary includes perience required. Contact person: Dr. Elizabeth Weber, Clair of the Search Committee.

Search Committee.

Assistant Professor in tricipated in Educational Technology, Responsibility for rescorch and localing resurves in the application of high technical distributions of the professor in the contract of the professor in the profes Qualifications and Procedures

) Candidates must build, or will hold by Angust, the Ed.D. or Ph.D. from an institution which to accredited by the regional association and, in the case of the reading position, the National Council Accrediting Teacher Education.

2) Candidates must have teaching experience

3) Publication und/or presentation and/or grant writing a plus.
4) Letter of interest, transcripts, vila, and three letters of reference must be sent to the appropriate contact person by February 28, 1992. University and Area

The University of Southwestern Louissans is a senter institution located in Southern Louissans. The University has to ROM students in eight col-leges and offers degrees through the this totate. The University enjoys a location having a favorable climate and cost of living.

BRIGHAM YOUNG UNIVERSITY

Assistant or Associate **Professor Position:** College of Education

Department of Educational Leadership

Brigham Young University is a parente institution orened and operated by the Church of Jesus Christ of Catter Pay Samis. Located in Powe, Uloh, the university has a day empliment of 27,000 simbents.

The partition requires scale on perparation and separation in philosophy and fishing is defined as a constraint of philosophy and fishing is defined as a constraint fishing in an admittable flow, and fination A absolute is required. Requires booking graduate courses, locally research, publication and supervision of galactic flowers.

Position available entirer June or August of 1998!

Stalay and benefits continers and with qualifications and experience. Application deadline federator is, 1922, Sufamit a letter of application and craffine federator is, 1922, Sufamit a letter of application and current vita first. In III Addison, 1 hat 2 such is Committee, 316MCRB, Brigham Young Distortsity, Process III 8 8642.

BYU, an equal apportunity, attuinance articor employer, is sponsored by the LDS Church and requires observance at t but it standards Pedre mice is given to LDS applicante.

CHARACTER CONTROL OF THE CONTROL OF

DEPARTMENT HEAD **CHEMISTRY & BIOCHEMISTRY**

Mannus Strate (Investity xechs monutations not apple aims for Deguiness Head of Chemistry, Buckenstry, Requirement are 1940. to Chemistry, Buckenstry and Buckenstry, Requirement are 1940. to Chemistry, Buckenstry, Recurrence are a 1940. to Chemistry, Buckenstry, Buckenstry, Buckenstry, and the Chemistry Buckenstry, and the Chemistry a

and the state of t

special control from the control former in t

the design of the two adaptation of the two parts of the

Indiana University-Purdue University at Fort Wayne (IPFW) TENURE-TRACK FACULTY POSITIONS

RULLETIN BOARD: Positions available

IFTN Invites applications and nominations for iccurse-track positions ovaliatie August 1992. Post positions are at its rank of assistant professor. Responsibilities include (activity) growth relativity per sense activities of the professor of t

Those interested should send a current résumé and the names, addresses, and telephone numbers of three references. Application deadlines vary.

Supplementation of the state of

UNIVERSITY of IOUISVILLE School of Education

The Literatory of Lordon Res. accurate control and the Literatory of Lordon Res. Literatory of Lordon Res. Literatory of Literatory of Lordon Res. Literatory of Literator

HIGHER EDUCATIONAL ADMINISTRATION—Associate or Full Verofessor keeponselillites inclinde graduate teaching, advivement, discoling doctoral discost airious, participation un moster's and solicular ionnulistes. Requised octorist in protestocardy and infinishiation on retards field. Teaching and administrative experience in postercondary oducation also nequited, as it of spikillity for graduate faculty sature, operence an directing decirculal dissertations, and a demonstrated actual for research, published and gas an viriling.

uscenti assentation, and a famoustealed richel in research, publication, and gain i visibility.

OULLICE STUDIENT PRESIDNES,—salistize Professor
Responsibilities include teaching and advising at the guidantic level and supervising graduate student research.

Responsibilities include decorating and advising at the guidantic level and supervising graduate student research.

Responsibilities include decorating with implaisal to Cooping Student Decorated administration as well as believed as the supervision of the supervisio

non, tegis insteat.
EARLY CHELOHOOD EDUC ATION—Assistant Professor
Will collaborate with other protestionals to enstructive teacher cartilication programs, davelogs and teach underganda-test and graduate converse supervise studies in Intia placements, espager in extracts and gazd writing, and such with agencies envirup young children and school system educators. Shintimum qualifications included doctorate with concernitions in adult development titch, to 3 years and 3 years' unscessful deathing with clinkine rage with the 3 years.

Applications must be received by February 1, 1992 to ensure full consideration. Forms acview of condicional seasons of the control in the con

UnfL is an AAEEO suppleyer actively seeking minority and nomen conditiones.



NURSING **ASSISTANT** PROFESSORS (2)

Two 9-month tenure-track Assistent Professor positions, evelleble September 1, 1992. The College of Nursing et the University of Delewere aeeks a full-time feculty member for Medical/ Surgicel Nursing end a full-time faculty member for Surgicel Nursing end a ful-time tactuly memore the Psychiatric Nursing to teach in en NLN eccredited Bachelor of Science progrem. Must have experi-ence in clessroom end dinical teaching. Doctorate in Nursing or related field preferred, Masiler's in Nursing required. Persons selected with have attu-dent ecodemic edvisement responsibilities and will be expected to perticipate in department and college committee work, research and scholarly ectivity. Salery is dependent upon quelifications. Excellent benefits. Send curriculum vilae and the names end telephone numbers of three references to: Search Committee, College of Nursing, University of Delaware, Newark, DE 19716-3710. DEADLINE: February 25, 1992.

The UNIVERSITY OF DELAWARE is an equal opportunity employer which encourages applica-tions from qualified minority group members

Faculty Position DEPARTMENT OF MOLECULAR PHYSIOLOGY & BIOPHYSICS **VANDERBILT UNIVERSITY**

Applications are invited for the position of INSTRUCTOR. The position involves graduate level teaching in the area of the motivouler biology of the control of the control

zee by Pepruary 29, 1692 to: John H. Exton, MO, Ph.O. Ospertment of Molecular Physiology and Giophysics Room 8092 Light Hell Vanderbilt University Nesthylle, TN 37232

the reside or one of the St. Jones 15.

The state of the St. Jones 15.

The state of the state of the St. Jones 15.

The state of the state of the St. Jones 15.

The state of the St. Jones 1

MARQUETTE UNIVERSITY Milwaukee, Wisconsin

College of Communication, journalism 8. Performing Arts tenure-hack Astishant Professor positions starting flul, 1992.

Adventising Principles, adventing conjuniting, adventising design, adventing campatans, adventising and public relations management, writing for media.

middle. Ocumentation to the publication celling, design and guaphics, visual com-commission to the publication celling, design and guaphics, visual con-nection countries and a photologous-like man of migration, and considered significant relevant profusational experience required. Teaching experience helpful. Application in Exhmat. 19, 1092 or unit flated, band cover learn curriculum special commissional commission and Particular Assault and Commissional Commissiona

Marquetre is a Ceiholic, Jesuit and utban university with AEJMC accradited journalism and Public Relations programs and is an Equal Opportunity, Affirmative Action Employet.



LATIN AMERICAN HISTORY Hartwick College

Hachack Collage, with funding for intentity faculty recultiment, seeks candidate for a treum-seek position, which would begin in September 1992. Requirements include a controllection for integrational scaling and willingment to serve as not mode for Latinot-Repeate, laterials and a willingment to serve as not mode for Latinot-Repeate, facilities and collection of Proceedings of the Collection of Tree Institute of the Collection of the Collection of Tree Institute of the Collection of the Co

measured courselv.

Signify Preserve street, finishes Bright by English Preserve street, finishes Bright by English Preserve street, finishes Bright by English Preserve street, finishes and the Street stree

RAMAPO COLLEGE OF NEW JERSEY

Ramepo College, a four-year, barrier-free, undergraduate institu-tion approximately 25 miles from New York City, is committed to global education for students and faculty. Ramepo College is an equal opportunity employee. Applications from inhorities, women, disabled persons, and Victusm-era veterans are ex-pecially welcome.

*401 Assists of Professor of Accounting — Teach upper-level accounting courses as well as principles of accounting. Knowledge of microcomputer accounting system, internstitional accounting, advanced financial accounting, and auditiog destrable, MBA/CPA required, ABD or Ph.D. preferred. Constact Ds. Sebastian I. Racitl, Director, School of Administration and Business Start: Pall 1992.

#402 Assistant Professor of Economics — Tesch economical in two or more of the following areas environmental economics, development, rade and lottenedional finance. Emphasis on historical and institutional coolects of eco

Will slart to review resumes as soon as possible. Give position oursberon envelope and letter. Send two(2) resumes and nimeaof three (3) references to: Coolest person listed for specific position.

Ramapo College of New Jersey Dept. 10 505 Ramapo Valley Road Mahwah, New Jersey 07430-1680

The College Of Choice For A Global Education



University of Wisconsin-La Crosse

EEO/Affirmative Action

Management Professor
Teach Organization Blothviot and Competitive Management Systems. May teach steized course from Woman in Management, International Studiessa, Bustiness Communication, Phintiples of Management, Georgian of magnitude plantines Communication, Phintiples of Management, depending on dispation, and the Competitive Management, increased pills of the Studiessa or related. ABDs near competition considered. Teaching, research, and work spontences in both International Bustiness Management and Cognification Management Manage

English Hashini Chair; Arotications are in-vised by the teature-track position of Chair of the Division of Basish as Resports. State that the state of the state of the con-tact rank. The division of alecticas mem-bers offers undergraduate degrees and a master's degree. Candidate should have a Fh.D. a distinguished record of teaching

gette, justine segulation, and contained men flat year of the parties of the part



School of Nursing

The University of Pennsylvania, School of Nursing invites applicants for positions on the standing faculty, lenure track or clinician educator. Among the areas possible are Community Health, Adult Health and Illness, Health Care of Women, Psychiatric Mental Health and Nursing of Children. A Master's degree in nursing and doctoral degree in nursing or a relevant discipline are required. The positions are currently available. Salary range will be commensurate with qualifications and experience. Interested persons should write immediately sending their curriculum vitae to:

> Ciaire Fagin, Ph.D., F.A.A.N. Dsan Univarsity of Pannsylvania School of Nursing 420 Guardian Orive Philadsiphia, PA 19104-5096 An equal opportunity, alternative action employer



The University of Georgia

Franklin College of Arts and Sciences Department of English

The Oppriment of English of the Frankin College of Arts and Science, University of Georgin, is seeking to fill the position of itseed of Department. Nominations of end applications free delined of the College of the

Professor Lester O. Staphana, Cheir-Dopartment Hond Suerch Committee Dopartment of English, I'ner Hell 254 University of Goorgie Athona, Georgie 20002 (464) 542-1261

An Equal Opportunity, Affirmative Action Institution

Distinguished Visiting Professor Washington and Jefferson College

Weathington and Judierson Ootings seeks a Discinguished Weiting Presented Free Committee of the Committee of

appropriate contenio disciplino.

Saltry to be commensuraria vivia qualificacione. Gend systicacion, considerato de Saltry de la Constitución de Constitución





INDIANA UNIVERSITY-BLOOMINGTON School of Education

Early Childhood Education. Tenuse-track sustains or associate proiestor. Coordinate exist-childhood leacher education programs at undergoduste sort context, plan and supervise produced and report processors. The context plan and supervise professors and supervise processors are supervise processors. The context plan and supervise processors are context processors and publish in recording of context plans. Conditions may be supervised produced advanction and at least three years' experience in secriting numery childhood advanction and at least three years' experience in secriting numery protection.

childhood education and all least these years' experience in seaching naucey? Pollisorie Leaf Dismonther primery guides Charl of Seach Committee. Earth actions in Psychology, Tenum-track satisfain prolessor. Primery in-Earth actions in Psychology, Tenum-track satisfain prolessor. Primery in-ternational production of the Committee of the Committee of the Committee of the promosable in post of the Committee of the Committee of the Committee of the tion program. Some graduate inclinates used. Criticidate must have doubteen for professor of the Committee of the Committee of the Committee of the Committee of the continues in page production of the Committee of t

INDIANA UNIVERSITY IS AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER, WOMEN AND MINORITIES ARE ENCOURAGED TO APPLY.



The Wichita State University

COLLEGE OF EDUCATION

Corrected Position Description

Tenure eligible position in the College of Education is amounteed fas academic year 192-29 elicides August 17, 1992.

Popts of Corrichman and instruction Musicians Professort Requirements tarned doctorate with emphases in elementary education and entitlements with complaces in elementary education and entitlements and foundation. These votre faculty in elementary-middle colleges and publication and publication and establish elementary-middle colleges and publication and establish elementary-middle courses in establishment entitle design and extraordishment of the entitlement o

Deadline: February 1, 1992. Submil malerials to: Or. Robert Alley Completed spollcations include: 1) letter of infects which clearly ostabilishes applicant's qualifications, 2f current conscious rates, 31 mannes, addresses and telephone numbers of three references. Applications from women and persons from minority groups are strongly encouraged.

College of Education, Campus Bos 20 The Wichita State University Wichita, Kansas 67208-1595

WSU is an Allimative Action, Equal Opportually Employee

Central Oregon Community College

INSTRUCTOR OF **BUSINESS AND MANAGEMENT**

The College is seeking an exceptional classroom seacher to derexion and teach covered in business with emphasis is management, QUALIFICA.

TORNS ownered in business with emphasis is management, QUALIFICA.

TORNS of the College of

per un unutually meconique (1 signit).

Indicate de la constant de

Anthony ARD, Design entirent, inspirations of the square and the state of the state

THE UNIVERSITY OF SOUTHWESTERN LOUISIANA College of Education

Department of Curriculum and Instruction

P. O. Box 42051

Lafayette, Louisiana 70504

Tenure Track Positions for August 1992

Asalstani Professor la Readlag, Kespannibillites include teaching under-ginduale courses in secondary and elementary resulting, Additional re-sponsibilities could include secondary methods, Secundary Inciding-porteace required. Contact person: Dr. Elizabeth Webre, Chair of the Search Committee.

Assistant Professor is all cipated in Educational Technology. Responsibility for recentric and teaching courses in the application of high technology for recentric and teaching courses in the application of high technology in the control of the course of Quolifications and Procedures

Candidates must hold, or will hold by August, the Ed.O. or Ph.D. from an institution which is necredited by the regional association and, in the case of the reading position, the National Council Accrediting Teach-er Education.

Testication on the resump position, me National Council Accrediting Testication.

1) Cridicates must have beaching experience.

2) Tribilization and/or presentation and/or grant writing a plus.

4) Letter of Interest, transcripts, vila, and three letters of reference must be sent to the appropriate contact person by February 28, 1992.

University and Area

The University of Southwestern Louisiana is a sentor institution located in Southern Louisiana. The University has 16,000 students in eight colleges and offers degrees through the doctorale. The University enjoys a locotion having a favorable climate and exact of living.

BRIGHAM YOUNG UNIVERSITY

Assistant or Associate **Professor Position:**

College of Education

Department of Educational Leadership

Brigham Young University is a private institution owned and operated by the Church of Jesus Christ of Latter Day Spints. Incated in Provo, Ulah, the university has a day enrollment of 27,000 students.

The position requires scadering repeated and experience in philosophy and history of education, also organizational behavior and administrative theory and particle. A doctoate is required. Requires teaching and the case of the control of the cont Position available either June or August of 1992.

1 Observat verticates: curst passe to reague to 1772.
Salary and benefits commensurate with quantifications and reperience.
Application deadline February 15, 1992. Submit a letter of upplication and current vits to F. Del Wasden, Chair Search Channittee, 340 MCM, Brigham Yuung University, Prove, UT 66642.

BYU, an equal appurimity, affirmative action suppleyer, is spansored by the LDS Church and requires observance of Church standards. Prefer-ence is given to LDS applicants.

аналинатанин тапин т DEPARTMENT HEAD **CHEMISTRY & BIOCHEMISTRY**

MALEUVILO IR IL OK BIOULHEMISIKY
Motatas Saus Historieus peda nominitorieu and apparentieuse for Dynamen Head of Chemistry, Bechemistry, Brieder and Buchamistry, Bernard and Buchamistry, Bernard and Buchamistry, Bernard and Proposed Andreas and Proposed Andreas

religionari of fluinces with Federa', Bases and Good increments assessing and private and color increments assessing and private and color increments assessing and private and extracerdity assessing angle of the private and private and extracerdity assessing angle of the private and private and extracerdity and private and extracerdity and private and extracerdity and private and extracerdity and private and pr

Indiana University-Purdue University at Fort Wayne (IPFW) TENURE-TRACK FACULTY POSITIONS

BULLETIN BOARD: Positions available

IPTW Infles applications and nominalious for icruse-tireck positions available August 1992. How poolitors used the rank of adablate professor. Neuronalistics became approximately size hours per sense and approximately size professor in the professor of the prof

Those laterealed should sead a crimeat résumé and the names, addresses, and telephone numbers of three

Criminal Justica
Early Childhood Educatioo
Elemestary Education
Pouodation Orawing
Health Policy and Public Adminis
(Asst. or Assoc. Professor)

UNIVERSITY of IOUISVILLE School of Education

The University of Louisakie, a comprehensive public institution certs on their mission, has a total conditions 20,421. The School of Education, a chorter number of the Holmes Gaussy, employ, 75 inclaims facility in epid departments and currently ennotes 80 timelegizabilists and 1,350 undergoadulate students in 34 specialized degice programs from baccalourates through doctorals.

Ve invita applications for the following tenue-track positions from individuals who currently hold a decisate on have substantially completed discretization requirements. Candidates must demonstrate a strong second ut or potential to recibility positionary on an example, in a definition in the common copy-table of occupient to-taking positionary on a design and the common copy-table of occupient to-taking ability, student, and secondary, and common the common copy-table of occupient to-take and additionary. Schaines are competitive, based on qualifications are considered in the common control of the common copy table of the copy table of the common copy table of the copy table of t

approvid.

HIGHER EDUCATIONAL ADMINISTRATION—Associate or Full Professor.

Responsibilities include gandusute teaching, and visatiment, directing doctoral distertations, portricipation on unasist's and administration or released from the administration of the administration or released from the administration of the ad

unternatives, and a sembalanted record in nesearch, publication, and grant writing, COLLEGE STUBENT PERSONNEL—Institute Profession and supervising graduate student research. Responsibilities include forceing and advising at the graduate level and supervising graduate student research. Commission of the student student forceing and profession in College Student Personnel Administration as well as demonstrated actions in the student student in the student personnel. Personnel Administration as well as demonstrated actions in the student student in the student student student in the student student in the student student student in the student student

ties. Ingli Insuré. — RAILY CHILDHOOD EDUCATION—Assistant Professor
Will collaborat with the hard polesticous in restrictive teacher critication programs; develops and seach undergradus
will collaborat with the hard polesticous in restrictive to the control of the season of the sea

Applications must be received by February J. 1992 to ensure full consideration. Found review of candidate varieties continue until suitable candidates are found. Send eleter of application, vita. Inanchirip, funditiol to expendic los accrenings, and three current letters of secontemendalism to Debcosh II. Hawley, 5chool of Education, University of Lossiville, Lossiville, KV 4029; 1907, 398-4611; KV 3029, 398-4072.



NURSING **ASSISTANT** PROFESSORS (2)

Two 9-month tenure-track Assistant Professor Two 9-month tenure-track Assistent Professor positions, available September 1, 1992. The College of Nursing at the University of Delaware seeks a full-lime faculty member for Medical/ Surgical Nursing end a tuil-time feculty member Medical/ Sychietro Nursing to teach in en NLN eccredited Bachelor of Science progrem. Must heve experience in classroom and official teaching. Doctorete In Nursing or related tield preferred, Master's in Nursing required. Persons selected will have student ecedemic advisement responsibilities and will be expected to participate in department and col-lege committee work, research and scholerly ectivity. Selery is dependent upon qualiticetions. Excellent benefits. Send curriculum vitae and the names end telephone numbers of three references io: Seerch Committee, Cottege of Nursing, University of Deleware, Newerk, DE 19716-3710. DEADLINE: Februery 25, 1992.

The UNIVERSITY OF DELAWARE is en equal opportunity employer which encourages applice-tions from qualified minority group members

Feculty Position

DEPARTMENT OF MOLECULAR PHYSIOLOGY & BIOPHYSICS **VANDERBILT UNIVERSITY**

Applications are invited for the position of INSTRUCTOR. The position monkes greatest level teaching in the area of the molecular biology of cellular should possess as Ph.O. In discensively or related field, and have re-easiful experience relevant to the teaching area. They val elso be supposed to develop a compatible ye research program.

John H. Exton, MO, Ph O.
Ospartment of Molecular Physiology and Glophysics
Room GOB2 Light Heli
Vanderbilt University
Neahvills, TN 37232

The state of the up if course in the state of the

MARQUETTE UNIVERSITY Milwaukee, Wisconsin

College of Communication, journalism & Performing Arts tenure-track Assistant Professor positions starting fall, 1992.

Advertaling Publish Relations resch is at least two of the following advertising practiples, advertising copywhifing, advertising design, advertising management, withing for medicalization, advertising and public relations management, withing for medicalization, advertising and public relations management, withing for medicalization.

media. Department of the publication editing design and graphica, visual com-plementations. The publication editing design and graphica between other courses such as photologomellum and magazine, sho available in publication and publicat

Marquette is a Catholic, Jesuil and urban university with AEJMC accredited journalism and Public Relations programs and is an Equal Opportunity, Affirmative Action Employet.



LATIN AMERICAN HISTORY Hartwick College

Hertucki. College, with building for mitently lecally recultivent: seeks credi-plement of the control of the c

And Therefore and the state of the state of

punner, New York 1122-1105.

Daylink Academa Professor of English, history reads with the consistent Will market the purpose of the control o

RAMAPO COLLEGE OF NEW JERSEY

Ramapo College, a four-year, barrier-free, uodergraduste issuliu-tion approximately 25 miles from New York City, is committed to global education for rutedest and faculty. Ramapo College is se-qual opportusity employer. Applications from misorities women, diasblod persons, and Vitenam-era veternas are ex-

#40! Assistant Professor of Accounting - Teach upper-level accounting courses as well as principles of accounting. Enowing of microcomputer accounting systems, internstional accounting advanced filmoscial accounting, and sudding destroite. MBA. CPA required; ABD or Ph.D. preferred. Cootact: Dr. Sebastian J. Ractil, Director, School of Administration and Busicess Start-Fall 1992.

#402 Assistant Professor of Economics — Teach economics in **Out Austians (**Professor of Economics** - teach economics is two or more of the following serast: eavinemental economics, development, rade used international finance. Emphasis on historical and institutional contents of economic theories. ABD and teaching experience required. Contact: Dr. Henry J. Fruedt, Director, School of Social Science and Human Services. Start: Fall 1992.

We will start to review resumes as soon as possible. Give position number on envelope and letter. Send two(2) resumes and sames of three (3) references to: Contact person listed for specific posi-tion.

Ramapo Colicge of New Jersey Dept. 10 505 Ramapo Valley Road Mahwah, New Jersey 07430-1680

The College Of Choice For A Global Education RAMAPO



University of Wisconsin-La Crosse

Trach Cignitational Protession and Competitive Management Systems, May Teach Cignitational Behavior and Competitive Management Systems, May Teach Cignitational Communication, Principles of Management, International Business Communication, Principles of Management, International Business Communication, Principles of May 1979, Competitive Management, International Business or visitated ABDs mare compellation confedered, Teaching, research Business or visitated ABDs mare compellation confedered, Teaching, research in the Competitive Management and Organizational Behaviors highly desirable. Renk open. Competitive subject, excellent

attional Strawor Ingray unannous
sing binedia.
Sand application heter, curriculum vilue, tenoretipie, evidence ol isasching and
Sand application heter, curriculum vilue, tenoretipie, evidence ol isasching and
Department of homes, them televis of recommission of the Coses, Le Cross,
Department of homes, them televis of the Coses, Le Cross,
Wilcomin 59601, phone (608) 765-6560 Rate to position 97802, Application
Wilcomin 59601, phone (608) 765-6560 Rate to position 97802, Application
Wilcomin 59601, phone (608) 765-6560 Rate to position 97802, Application
September 1988, Wilcoming the deadline.
Wilcomin and minorities encouraged to apply. AVACOL

General State | 12,00 feet, and contract | the state | 12,00 feet, and contract | the state | 12,00 feet, and contract | the state | 12,00 feet | 12

English: See Penn State Harrisburg an-nouncement Street under Language Arts.





ASSISTANT/ASSOCIATE PROFESSOR IN NUTRITION DEPARTMENT OF NUTRITION

The Pennsylvania State University

THE PERINSYVERBIR STATE UNIVERSITY

Nomination and applications are now offer in outstanding schildre in the first in outstanding schildre in the field must be a second of the second o

addition to outtion.

There are I documetrack kearly in the Netrition Department with apThere pare I documetrack kearly in the Netrition Department with apThe Department here a satisfication greated on the contragating leadership in
The Department here a satisfication from contragating leadership in
The contragation of the contragation of the contragation leadership in
Intelligent on methodical properties of the contragation of the contra Nominations or applications accompanied by a curriculum vitne and three professional references should be forwarded to:

Or. Cheryl Achterberg Chain, Scarch Committee Department of Nutrillan The Pennsylvania State University S-126 Headerson Building Uolversity Park, PA 16802

Screening of epplications will begin 2/10/92 and will continue uotil the position is \$[bed.]

Pennsylvenie Siete University is an Affirmative Action,
Rouel Openstunity Employer

UNIVERSITY OF WISCONSIN-PARKSIDE

TWO ASSISTANT PROFESSORS: Biological Sciences.

The University of Wisconsin-Pariside Biological Sciences Department plons to add two teners-track faculty positions for September 1992. These positions offer apportunities for individuels seeking a balance of research and teaching.

Inaching. Applicants for these positions must have a Ph.D. and candidates with posi-doctoral experience aim preferred. This successful candidates will (1) have truenting and enhitment no agents and frequency sophonovaluncia velo-courses in contract conditions on disc following fields: inverteinant of Vero-courses in contract conditions on disc following fields: inverteinant of Vero-teach a cores in Quantitative Biology (2) establish an externally feedor retearch program involving students and ornitrolying modern biological tech-niques, Appropriate specifially seen include, but an on limited to, immunor, including a program involving program in the program of the program of the Master's degree or programs.

obstance; monotoxicology, deviceopmenta i too logy, philadelogy and positive projection.

In Contract of the C

finglish as a forcood Languagest Routle's Lang

Service to the servic

dealwide, Reason's credential; should be appropriate to the scene of start of the violent and the scene of start of the violent and the scene of start of the violent and the scene of start of start of start of start of scene of scene of scene of start of scene of

the sequence of M.C., compliance to our first a power of the property of the p

School of Business Administration

MONMOUTH COLLEGE West Long Branch, NJ 07764

FACULTY OPENINGS

Monmouth College is an independent, non-sectarian, coraprehensive 4-year and guiduate institution. The College has 160 full-time faculty and more than 50 programs for 4400 authorits at the andergraduate and graduate levels. Monomouth is located in the growing Constitution of Philadelphia white 1 nots of the Who City and 2 hours of downtown Philadelphia.

Prilade/pink.

School of Reinnes Administration. The School of Business Administra-tion is preparing for AACSB accreditation. The School has 32 full-time faculy in face departments Accordings of Relatings Law, Composed and faculy in face departments According and Relatings Law, Composed and was opened in 1901. About 1,0 of the undergraduate student body is the School of Business Administration, and the MIAD program has over 600 part, time students. Conditionally in schoolful developing and mail-taining a record of collaboration program. Composed programs and control of the Conference of the Confer

ion in disablism in advisors. On presentice to time of the One Pealls In the Jocanella, Application are expected to have a Ph. D. or DIA with a major in ecounting and to be a CPA. ABO seems candidates will be considered to the sain of assistant prolessor. Higher rains depend on teaching experience and ercord of actionship and good teaching. One or their Desidencia in Management, Wessels facility with racching and (2) quantitative methods in buildings and the properties of the (2) quantitative methods in buildings applications are expected to have a Ph.D. or DIA with a major in management, Ph.D. is a lockly instact fields, e.g., operations research, industrial engineering, computer science will be considered to the consideration of the consideration of the ment will be considered for the rack of adultant proteoms. Higher name depend on a solid record of scholarshy and teaching. Send letter of application and vita to Dr. William Dempsey, Dean, by January 31, 1992.

Monmouth College Encourages Applications
From Minorities and Women

CHEMISTRY CHAIRPERSON

Toward State Lithershy is seeking an eccomplished administrator and issertion to serve as Chalippation of an ACS accepted department othering the IRS accepted in the Conference of the Conferen

ring and unexpercedure research.

Toward State University, emember of the University of Maryland System, is a liberal structure of the State University of the State Universit

Submit letter of application, résumé, and names, addresses, and telephone numbers of four references, postmarked by January 24, 1992, to Dr. Jayce Currle Uttle, Chair, Search Committee, Department of Chemistry, Towson, Manyland 21 204-7097. ECMAA employer, women and minorates are encour-aged to public.

UNIVERSITY OF CALIFORNIA SAN DIEGO **TENURED POSITION**

Similar Financial Add and Done of Structure and Control of Structure an

English Committee: Applications for the convenience of the convenience

Employee, MPPEPV.

Environmental Sciences, Pell-dine, Instancinck position with devyloring and expansion as understand the process of the pro

LEBANON CAMPUS HARRISBURG APEA COMMUNITY COLLEGE

LEBANON CAMPUS **FACULTY**

lasaroom instructios and atudant advising. Sarva tiosa and participats in prolessional davelopmen-es. Commusity College insching caparismos pre-tilly to read, spask and understand Spanish highly

MATICS—Requires Master's dogree in Mathematics

S MINISTER METERNATION SYSTEMS—Requires Master's biggres is Business Education and/or information Systems, Di-fequires ability to teach Computer Information Systems, Di-les information Systems, and information Systems Missage-NGLISH-Requires Master's degree in Snglish with con-

comission in composition seroy.

Available August 1992: these are full-time, serure-track poel-tions with a salary range believes \$23,500 and \$31,000 based on experience. Excellent Iringe benefits package. Applica-tions will be accepted until the positions are Illiand. Submit your latter of application, unofficial transcripts, and résumé to the Personna Office létad below:

HARRISBURG AREA COMMUNITY COLLEGE

AVEDE

College of Suriness Administration scully Position in International Busine

ECQU levels explication in the particular devices in hierarchical actions.

ECQU levels explication in the particular of particulation control in hierarchical management of the particular outlines in the particular outl

Copine Chrisis. Two publishes resultable, nature to resource; recovered and Auskinst Funders from the Chrisis. Two publishes resultable, nature to resource; recovered and Auskinst Funders from the Chrisis and Chrisis

BGSU is an Equal Opportunity, Affirmative Action Employer, Womes and members of minority groups are encouraged to apply.

BOWLING GREEN

STATE UNIVERSITY

Bowling Green, Ohio 43403

Faculty Positions Counseling and Psychology Program

applied linguistics or related SCHOOL OF EDUCATION

COLLEGE OF SCIENCE AND MATHEMATICS

The Craduste Programs in Counseling and Psychology at Lesley College are geared to fully prepare clinicians in these fields at the Masters and CA.G.S. Levist. The focus of these programs includes School Counseling, Counseling Psychology, Clinical Mental Health Counseling with psecializations in Iolistic Studies, Expressive Thera-pies and School/Community.

BULLETIN BOARD: Positions available

ANTICIPATED VACANCIES

THE UNIVERSITY OF TEXAS, BROWNSVILLE IN PARTINCISHIF WITH TEXAS SOUTHMOST COLLEGY SERVES OVER 7,500 STUDENTS IN THE LOW-BOTH MEXICO AND SOUTH THORSE BLAND, SERVES ALL OTTO MEAN WITH MEXICO AND SOUTH FUNDE BLAND, SERVES ALL OTTO MORE ANTICIPATED FOR 1992-1993. ALL POSITIONS ARE SUBJECT TO ADS-QUARTE FUNDING.

ADMATE FANDON.

Politions are tensure tooks and requise a relationst of as short's richitative out it guidadate remember hours in not use celling inlexible. Direct facilities are tensure tooks in not to the celling inlexible. Direct tooks and celling celling the control of the celling the college tooks and tooks are presented.

ENCLISTS of URBERAL ARTS

ENCLISTS 12 and times to the celling the college to the celling the ce

BEADING: M.A. or Ph.O. In Reading. Yeach variety of levels UG through

MATHEMATICS: Master's or Ph.O. Teach vallety of UG courses.
SALARY: Competitive and commensurate with credentials.
APPLICATION OEADLINE: February 14, 1992; or antil a suitable candidate

is found.

APPLICATION REQUIREMENTS: Letter of Interest, current detailed résumé, transcripts, 3 current letters of professional references. Mail to Mr. Allredu C. Zamora, Personnel Offrector. Texas Southmost College, 8D Fort Brown, Brownsville, Tesas 785.2D.

THE UNIVERSITY OF TEXAS, BROWNSVILLE IN PARTNERSHIP WITH TEX-AS SOUTHMOST COLLEGE IS AN AFFIRMATIVE ACTION, EQUAL OP-PORTUNITY EMPLOYER METHAY.

We currently have a full time end e half time position available for 9-month terms at the Assistant Professor levels. Qualified candidates must have a Destorete in Psychology and be a mass_licensed Psy-chologist or Mental health Counselor (or eligible). Demonstrated teaching experience and active research are essential; applied re-search is encouraged.

Lesley College leftr several teaching optional including psychologica assessments, cross-cultural counseling and psychopathology. Our programs prioritize the achievement of a gender and receivabilistic balance among students and faculty. Persona of color are strongly encouraged to apply.

Qualified applicants, please send currieulum vita and 3 leiters of teixense to: Mary Ann Gawelek, Dean, Counseling Psychology and Expressive Therapies Division, Laely College, 29 Evertil Street, Cambridge, MA 02 (38-2790, Applications will be reviewed until position are filled. Interviewing will begin March 1, 1992. An affirma-tive at londreau dopport unity on proper.

We Put People First



TEACHING PHYSICIST **Montana State University**

APPLICATION STATES STATES AND A STATES OF A STATES AND A STATE AND A STATES AND A STATES AND A STATE AND A STATES AND A STATE AND A STATE AND A STATE AND A STATE AND A STATES AND A STATE AND

Excepts Director library: The Topota Pales Library, Tools, Nazasa seeks and the Library, Tools, Nazasa seeks and Library, Tools, Nazasa seeks and Library, Tools, Nazasa seeks and Library and Library, I in Death of the Control of th

OLD DOMINION UNIVERSITY **Darden College of Education**

The Darden College of Education Invites applications for the following seven positions. These are tenure track positions beginning August 1992. POSITION 1: Education Administration (Assistant Professor) Salary: \$33,000.

POSITION 2: Human Services Cononciling (Assistant Professor) Salary: \$33,000.

marry 835,000.
TOSHTION 3: Marketiog Education-Pashion (Assisiant Protessor) Salarys 835,000.
TOSHTION 4: Middle School (4-81, lvillb specialization in either inspange arts or social siudies) (Assistant Professor) Salarys

POSITION SI Recreation Management/Physical Education (Teata and Measarements), (Assistant Professor) Salary: 832,000. POSITION 67 Technology Education (Assistant/Associate Profes-sor) Salery: 838,000.

POSITION 7: Therapeulic Recreation (Assistant Professor) Setary: \$32,000.

ry 842,000.

RESONDIBULITES, Texclining andergraduate and graduate courses in specialization, practical/intensible papervision, and a strong commits report and a proposition of the proposition of the proposition of the proposition of the proposition to the proposition to equivalent on a appropriate teaching and practilinene experience.

Sond a current letter of application intended postibion society!

Jesus of the proposition o

Old Dominion University is an affirmative action, equal opportunity institution and requires compliance with the immigration Reform and Control Act of 1988.

NORTHWEST AND

COLLEGE OF EDUCATION

Two Assistant/Associate Professor Tenure Track Positions

Captification: Femel doctorate on ABD is required and exidence of successful five is: 18 cocking. Evidence of second-lineage or strong potential for success fin seconds, publication or grant whiten is desirable. Successful refuges teaching it sets desirable, successful refuges teaching it sets desirable.

commor garan wiming in generales. Nuclearly princips (activities) is disc distribution. Adalant: Salary in Longitudine des commentates with qualification and experiment of Appointments (june 8, 1992 or August 17, 1992 or Appointment) in the princips of a literatorial, and these control activities of the commentation of th

1776.
[Peadline: Review or applications will begin February 17, 1992 and continue until posi-tions are littled. History is dependent on juriding. gong one united, mining is rependent on united to Compas information, Northwest Missouri State University is a primarily residential, fully electronic compas of 6,000 seatents located in Marrysillo, a community of 10,000, the appears is approximately 100 miles from Kansat City, Africani and Compas, Nebestation

Northwest is an Equal Opportunity, Affirmative Action Engitives and oncourages women and intensity personal to separa.



Indiana University

Chair, School Administration Program. The School of Education at Indiana University, Biocnington, and Indiana University. Biocnington, and Indiana University. Purcles University, Montangersity, University and explosion for the position of the Control of the Con

essni candidates are definited.

INDIANA UNIVERSITY IS AN EQUAL OPPORTUNITY, AFFIRMATIVE
ACTION EMPLOYER, WOMEN AND MINORITIES ARE
ENCOURAGED TO APPLY.

The course of Secretarian and Dance of Silman the Secretarian and Dance of Silman the Secretarian and Dance of Silman the Secretarian and Secretarian for Secretarian Secretaria Secretarian Secretarian

TEXAS A&I UNIVERSITY

noon a Mt Us I workly, post of the Toma Abb University System. Is footed in the guilt coats septon of miles auxiliars of Capra Child and 120 miles north of Brownsville and the bodge of Mealen. Posted on teacher of college in 1922. As B host as ponded to corresponded and the control of the c

guol Educcilon, Edeccision and Health & Kassellogy, Educcionel Lacelshap Problems or Educcincia Lacelshap, Tan-se-incia position hegistaring August 28, 1852. Teach mostles and graduals studies are considerable to the considerable and graduals studies; save on departments of on the Circuit student com-nitions, provide service to once public schools: condect research militaria provide services to once public schools: condect research implications; militaria and 3 years of administrative apprehens on public schools; research and publications. Solary commensurate with qualifications and a speriment.

with quotifications and separkines.

Bedy Childhood Tennes-tock appolained atotting Foll 1982. Responsibilities in cities beaching undergonated courses in early children probabilities and the section purchage and the probabilities are probabilities and probabilities and probabilities and probabilities are probabilities and probabilities and probabilities and probabilities and probabilities and probabilities are probabilities and probabilities and probabilities and probabilities are probabilities and probabilities and probabilities are probabilities and probabilities and probabilities and probabilities are described in the probabilities and probabilities and probabilities and probabilities and probabilities are described in the probabilities and probabilities and probabilities and probabilities are durational or and probabilities.

Send: Letter of application; sésumé: names, addresses and phone numbers of these tolsrences for Gr. Guelavo Gonzaloz, Dean, College of Edecation, Texas A&I University, Kingeville, TX 78383. Deodilmes April I, 1992,

Tesos A&i Usiverally is on Affirmative Action, Equal Opportunity Employer. A Part of the Texos A&M University System

ENGINEERING DEPARTMENT Potomac State College of

West Virginia University

Potomac State College of West Vinginia University, o restrictiful juntor college invites applications for a full-time teaching position as listed with a starting da of August 16, 1992. Terrure and promotion are bead on teaching, scholar and creative activities, and service to the College, university, and community and commonwhere the experiments of the specimen trades in exciting united mings of instrument and sociations to lead course in microbatical engineering will see general engineering design. The position also preciode coordinates in excitation and provides the experiment of the contraction of the provides of the provides and the contraction of the contraction of the contraction of leading of the contraction of the contraction of the contraction of leading of the contraction of the contraction of the contraction of leading of the contraction of the contraction of the contraction of leading of the contraction of the contraction of the contraction of leading of the contraction of the contr

A nine-reonth, tenum-track position is available at the mnk of instructor or Assistant Professor. Salary and ronk for the position are commensurate with academic receivabile, experience, and qualifications.

Applicante accepted until position filled. Minortiles end women applicants are encouraged to apply. Send a latter of application, or assume, and three latters of application, or resume, and three latters.

Potomac Stote College is on Equal Opportunity, Affirmative Action Employer.

Chair, Graduate School of Business Dallaz Baptist University is assisting a qualified candidate for the position of Chair of the Graduate School of Business. Qualifications include an MBA and doctorate in e related field of study, with a minimum of 5 years teaching experience preferred. Preference will be given to active, Southern

Begins church members.

Dellas Baptist University is a private, Southern Baptist-affiliated liberal erts
university with approximately 2600 stedents, 50% of which are busions

majore. DBU's primary mission is the integration of faith and learning through quality educatio.
Send resume for Lerry Licamen, Dean, College of Business, Dallas Sangles University, 7777 West Klest Bivd., Dallas, Texas 75213-9800. Dallas Baptist University

Egypt (2003-402). Ruigers Unipersity is not Affermative Archies. Bessil Depoctually and Affermative Archies. Bessil Depoctually and Commercial assessment of the Affermative Archiester Propositions of the State Marchiester Propositions and State Produced P



ENVIRONMENTAL SCIENTIST

The University of Northern Izoua Invites nonmations and applications for a sonic level endoconserial identifies to serve as direction of amenging programs and invited to the control of amenging programs and applications are supported. But all so make it is the control of amenging the control of amenging and control and amengines. It will be one self-fluor teach-trapersearch and one-hell time administration. The surfacemental science regions and be backed in the College of Northern Sciences. When event is excepted industrial Technology, Nationancies, and Physics. The antiduction selected with a proposed to the Industrial Sciences. We are seeding a person who will provide the Industrial part perspective americancy to drive and are was also possible and perspective americancy to drive and an extension of the College of Northern Sciences. We are seeding a person who will provide the Industrial and Physics. The antiduction of the College of Northern Sciences and an extension of the College of Northern Sciences and College of Northern Sciences and the College of Northern Sciences and College of College of Northern Sciences and College of Northern Scien

tectionses.

The scientific checkpline is open The person selected will have demonstrated success in enterminish-throde in search, will have held considerable search to excess the search of the sear

porum materias to Search Committee for Oirector of Environmental Sciences Programs Coffage of Netword Sciences Inhemity of Northern Ioua Cedar Falls, IA 50614-0181 If ax No. 3179-273-2993]

THE UNIVERSITY OF NORTHERN 10WA IS AN EQUAL OPPORTUNITY EDUCATOR AND EMPLOYER WITH A COMPREHENSIVE PLAN FOR AFFIRMATIVE ACTION. WOMEN, MINORITY PERSONS, VIETNAM ERA VETERANS AND DISABLED PERSONS ARE ENCOULAGED TO APPLY

H DOOK TOOKSOULLUIGH DOUD OOLDOU IS FORKU DELLIGEN FRANKE LEKKERS SKRID DOOD OOK KO TULKUUD KKRIGKERS TUU



CELLO: Performer/Teacher Assistant, Associate, or full Professor rank

VOICE: Performer/Teacher Assistant or Associate Professor rank

DIRECTOR of BANDS Assistant or Associate Professor rank

DIRECTOR of ATHLETIC BANDS Assistant Professor rank

All four positions are tenure-related appointments; salaries are competitive, based on experience and education. Describe for plication is February 15, 1992, except for Director of Athletic Bands, which is Merch 1. For complete job description, write: Search Committee, School of Music, University of Oregon Eugene, OR 97403, or call (503) 348-5661. The University of Oregon is an equal opportunity, allirmative action institution, committed to cultural diversity.

WHITWORTH COLLEGE

Visiting Assistant/Associate Professor of Physics One-year appointment, beginning September 1, 1992, Iti Is anticipated that a regular toruse track position will become available in the fall of 1993).

sponsibilities factuder 1. Toach physics, engineering and general science courses in an undergraduate

setting.

2. Oversee the college's dual degree engineering program.

3. Occasionally teach in the college's interdisciplinary general education program.

, Ph.O., degree in physics.
Teaching superience, preferably at the undergraduate level.
Engineering background with broad interests.
A personal commitment to the Christian faith and to the integration of faith rad

Application Process Submit letter of Interest, ristantivitie, three letters of reference, professional and graduate conscription have be unofficial, plan other materials to be considered dest, in Physics Secret Committee, Office of rhuman Resources, Whitworth College of potence, We 5221-5103. [19]

business sector is desirable though not pro-cesses. Research is both encourant and control, Research is both encourant and of the section of our titudes to both and our feetiles, in the style, all qualifect into control of the section of the style, fairly in-control of the section of the section of the control of the section of the section of the feetiless. Relarged these by an include and feetiless. Relarged these by an include and college, 512 London, Read, Londonville, New York 1211-1402, 2005.



FACULTY POSITION

ORDNAU COLLECE is a sorter Institution of higher education willingual and an designed using programs, both on any off or temporary and ordinary and the last 1,200 Sections. Internal is located in Canter-confillment of now that 1,200 Sections. Internal is located in Canter-confilled and the last of List Lands and its less found in the last of List Lands and its less found in the last of List Lands and its less found in the last of List Lands and its less found in the last of List Lands and Lands

A SISTANT/ASSOCIATE PROFESSOR OF EDUCATION format I scoking an individual to coordinate a festion merciandializary scoking and individual to coordinate a festion merciandializary control and devia major distribution of the scoking of the control lorn and foundation and courses. An MFA is required and religio tech-ing is preferred.

SALARY: Competitive, oegotisbio and dopondo on experience, qualifi-SENERTTS: Health, disability, and life insurance; luttion remission for

APPLICATION DEADLINE: Applications accopied until position to APPLICATION REQUIREMENTS: Submit letter of application, transcripts, naumo and three letters or recommendation to: Mrs. Mary Jano Teylor, Cheir. Search Committee, Pino Arts Department, Bronzu Collego, Colnovillo, Georgia 30501.

TRENAU COLLEGE IS AN EQUAL OPPORTUNITY EMPLOYER: APPLICATIONS PROM WOMEN AND MINORITIES ARE ENCOURAGEO



Psychology

Hert wick Collage sodes candidates for a non-journal track position, nerowable for up to lates years, beginning Fall, 1822, A Ph.D. (or near complaints and a furnar commitment in undergendate locations at a complaint of a furnar commitment in undergendate locations at a second lates of the properties of the control of t

HARTT School of Music

The University of Hartford's Hartt School of Music invites applicants for the following anticipated positions:

All are full-time Assistant of Associate Professor/ faculty appointments expected to begin September 1, 1992,

e Musir Education Choral
Music Education Choral
Music Education Research
Artist/Teacher in Percussion
Jazz Studies/Chair, African-As

Rank and salary to be determined, commensurate with experience and professional

status.

Schildhold in 1920, the Hern Echool of Neutri body is an Statustical William (Schildhold in 1920, the Hern Echool of Neutri body is an Statusticalisty) completely comp

Originally or ransco, recurrency, colored to.

Review of applications will continue until a decision is made.

The University of Haritod is an equal opportunity, afficinative action employer and specifically invites and encourages applications from women, rainopties, and manifers of

Des Schengerfreihunder Fassench aus

der Schengerfreihunder Fassench aus

der Schengerfreihunder Fassench aus

der Schengerfreihunder seine Schengericht

der Schengericht und ausgeschafte

Der Schengericht und seine Schengericht

der Schengericht

Schengericht

Der Schen

to keeply. Truther tenur-inter, resultion for sanitate, projectory of French, believing August, 1957. Believing, 1957. Believ

Procedul instrusion or Assistant Professor of the Control of the C

1992-1993 FACULTY POSITIONS

Suffolk University School of Management

Applications are invited for larulty positions for the following

areas of teaching and research: Accounting-Texating Legal Environment of Business Computer Information Systems

Finance/Econumica Management/International

The schord of Management, strategically loss abed contiguous to listsom's instruction, finantial, and government centure, remails 320 subtents in programs heading, not the ISBA, AMBA, ASS and MAN obspaces. The Advanced Proteo-commod Certificate in Business, the Certificate on Advanced Study in 14thic Administration and the Certificate on Advanced Study in 14thic Administration and the Certificate on Advanced Study in 18thic Administration and the Certificate on Advanced Study in 18thic Aministration and the The School's Academis programs are as rectified by AACSS and NASSPAA.

Submit academic vits and references for Associate Dean Ronald E. Sundberg. School of Management. 8 Ashburton Place

Beacon Hill Boston Mosse 02108-2770.

Suffork University

MICHIGAN STATE UNIVERSITY

POSITION: Orientation and Atribility Specialist for Visually hippined and Doaf-Billed Texchet Erlin atom Programs. RANK: Instructor IM.A. Lor Assistant Professor (Day totale).

RESPONSIBILITIES: Collaborate with faculty in present undergrebate, nator's degree teacher preparation programs in area of visually impalied and deal-blind education, oversee and reach in the specific content area of orientation and mobility.

QUALIFICATIONS: Applicants must have an earned master's degree or on earned dictorate with permanent AER ceilin attorn in insentation and mobility. The following capabilities, experience and interests will ment most serious constitueit of the properties.

section communication:

1. A cerificación in the critic atkin of binul and veneully impalier l'education.

2. Experience in voncing with legisly binul and lead-blind riblion in 1.

3. Experience and/or liments les georgan de Acqueriera and resorth.

4. Adulty in composate with external exhibitional apparers in combining an CASA program.

APPUCATION MUST INCLUDE:
1. tellor expressing interest and ordining quality attors.
2. Current academic, with.
3. Three letters of reference.

Applications most be submitted by 2/15/12 his

on man to summined by 21/5/2 kir.

Department of Competing, I distributed by Indiagonal Department of Competing, I distributed by Indiagonal Service I distributed by Indiagonal Service I distributed by Indiagonal Service I University

Land Landing, M 4 408.24

This is an annually renovable position supported by grant tunds. MISU Is an Affirmative Action, Especial Oppinisming Institution.



SOCIOLOGY HARTWICK COLLEGE

Addition Treatment. The Department of Sociology, with papeled family por effect, from Sayl, results of the Conference of Sociology, with a post of the Conference of Sociology. The Department instituted and conference of the Sociology of the Soc

SOCIAL SCIENCE DIVISION CHAIR

BULLETIN BOARD: Positions available

A 12-month administrative position is eveilable at Monigomery Co. Community College for a Division Cheir who will report to the Academic Dean. You will be responsible for all espects of the Division's operation including curriculum development, program and personnel auguerison of 35 full-time and 50 part-time isculty, teaching courses in Anthropology, Education, Geography, Hillory, Political Seriese, Psychology, Sociology, and the Criminel Justice and Human Sarvices Programs.

Graduate degree in Social Science discipline with at least three years' collegiefe leaching experience, preferably at a community college. Successful condidate must demonstrate an understending of, and commitment (a the philosophy of a comprehensive community college and have separance in curriculum development and/or other applicable administra-tive experience.

Montgomery County Community College is a comprehensive community college, located in suburban Philedelphia, PA with over 61,000 full- and part-time aluedna in 32 career and transfer programs and 7 one year certificate programs.

Salery: mid-\$40's; excellent benefits packags. Please send letter of interael and current riseume, by Februery 1, 1992, to Ruth Jordon, Petaconel Oillice, Montgomery County Community College, 340 DaKelb Pike, Blue Bell, PA 19422. AA/EQE.

MONTGOMERY COUNTY COMMUNITY COLLEGE

SCHOOL OF SOCIAL WELFARE

NELSON ROCKEFELLER COLLEGE OF PUBLIC AFFAIRS AND POLICY

THE UNIVERSITY AT ALBANY State University of New York

135 Weslern Avenue Albany, New York 12222

The School of Social Welgies is pracking to fill two full-fine tenure-track position at the available processor level beginning in September, 1972. Applicants should pusses an ANSW deeper, a loctural deeper for reading completions and reduced social work experience. Considers with aspetite in Applicants should pusses an ANSW deeper, a loctural deeper for reading completion and reduced have the ability to conduct research and politish in a substantive field, we are seeding two applicants; 1) one with the ability to exceed direct practice with capatiles in mental health, was with ability and selfils in organicalismal development and change. Hose with strong quantilative skills, interest in interligicalisms collaboration and work with students are encouraged to apply. Qualifies individuals should submit a Welgies Sheman, Dona, at the development and conformation of the COLOC PS-COCAL WILLARS IS AN EQUAL OPPERTURITY, AFRIMATIVE ACTION EACH COME. APPLICATIONS FROM WORN, MISSIAN PERSONS ARE WILLOWS.



FACULTY POSITION

Calawba College, a private church related, liberal acts institution in the piedmont of North Carolina, seeks applications for a tenuter-track position at Assistant Professor level for Fall 1992. A Ph.D. in lineaganic or physical chemistry is required. Excellence in and enthusiasm for undergraduate toesting is of primary in portance. Duties may inelude courses for majors, general clocal into occurses for non-majors, and pare happ General Private: A Armidia of the Armidia State of the Carolina Calaba Ca

Gunder Stauffes Dien etor, Oemder Studies tearrie attended. The Undwestity of Artendess of Unit Rock switter communications that the Continue of Conti

Seventing beings Pipichary 1, and will conrise until robbins in Blatt. BEACA 4 to a
Mirror.

Seventing being bei

DIRECTOR **GIMBEL LIBRARY** PARSONS

SCHOOL OF DESIGN

We are seeking a Director for the Giribel Library of Parsons School of Design, a distion of the New School for Social Recease. The Director is 850 Associate University Librarian mationescource for Parsons, B.A. in art history (or B.F.A. in an end design), M.L.S., public service expansions in service expansions in service service for the partial service in the service of the partial service in the service of the service o

Send letter of application and selary history by Jenuery 31, 1992 to: Beathire Benu, Provost's Office, New School For Social Research, 65 West 12th Street, New York, N.Y.

UNIVERSITY OF GUAM

The University of Quam suitcits applications to establish a list of eligibles for the following lanuar or non-tenurs track, full-time position (one), two, or three-year appointments:

INSTRUCTOR TO ASSOCIATE PROFESSOR OF LIBRARY SCIENCE

Cheatland Qualifications: A Master's Degree in Library Science from an All Arrestriction Transport of the required for an appointment to a required. A second Mastar's Degree in highly feell relie is 4 doctorate is required for an appointment to an exhabitant Mascellar Professor as in M. Humann of the system experience in original cateloging, and knowled and state of the system of the system

MONTANA STATE UNIVERSITY **Technology Education**

COMMUNICATIONS TECHNOLOGY POSITION

POSITION: Academic year 19 months tenure-track assistant on associate professor of

reclosing existation. See a second control of the c

swelheide, Chairman - Communications Technology Search Committee Agricultural & Technology Erjacation - 126 Cheever Hall Montana State University - Buserman, MT 997 17-0174 14060 994-5727

DEAOLINE: Screening of applications will begin on February 15, 1992 and continue until

suitable applicant is located.

Veleran's preference, AA/EO

UNIVERSITY OF NORTHERN COLORADO



College of Education Special Education

Assistant/Associale Proteyson of Special faculture.

Assistant/Associale Proteyson of Special faculture, Position #2032? Instruct Interior. Earned doctates from a prognantly accredited institution or Local proteins for the protein faculture and account of the protein faculture and the protein faculture

General Michael Vocations (Control of Michael College Vocations) and delice. Michael College of Col

Geography: University of Nebraska at Omaha, Nebraska 68/82-0199, Full-time, settura-track position at Assistant Praductor ievel beginning 19 Austrast 1992. Teaching responsibilities to include introductory Geography sections and Quantitative Metingers.

gendesion, and transcripts to: Dr. John P. Shroder, Jr., Chair, Department of Geography-Coology, Fabros. 400754-2065; Faxi 400754-206; LWOD is An AARDER. Women and minetty conditions are especially escuringed to apply.

Companying In September (1997). The companying In September (1997) is the control of companying In I Statember (1997) is the control of companying the control of the control of the companying the control of the companying the control of the contr

A Bulletin Board notice will reach the audience you want to reach-



WINONA STATE UNIVERSITY

Winona, MN

- Winona State University invites application of the ulty positions:

er uny positions:

Biology (1) positions|
Chemistry
Communication Studies
Communication Studies
Computer Science
Counselor Education
English
Foreign Langs, (spanish)
Health, Physical Ed.
Recreation Doctorate required; ABO crassidered, Stanling date September 1992, Screening datas vary by position.

ing gaiss vary by position.
For inquifics, 'Affirmative Action Office, Winona State University, P. O. Bris SaaB, Winona, MM 55987-583B, Phone numbers: 15079 457-5000, 1507/457-5108, If writing to Inquire, picase Indicata the positionist for which you would like position descriptionis). AAFEO, Women, minorities, and disabled individuals are ancouraged to analy.



English (Americanist)

Austenda Policione, femocrates, acting field 1907. Americansia with specialisation in the 18th century to teach composition, apphonore auterys, and upper-level courses in American Ricetator. Desiride ancillery fields: Block Hennium, theory, Calonial American. Teach seven roments a Feedback and the Calonial C

WHITWORTH COLLEGE

Two full-time foculty, tenure-track positions in the School of Education beginning August, 1992

Assistant/Associate Professor of Education
Teach undergraduate and graduate courses in
education, and supervise student leachers

education, and supervise material teachers.

Successful carefuldates for each of these positions will have (1) an earned doctorate in Elementary Education, Middle Level Education, Reazing or related area, (2) a minimum of three full years of successful public school teaching experience at the elementary or middle level, plus other qualifications.

To apply, send (I) letter of interest, I21 resum-trials, and I31 names, addresses and telephone numbers for these references to: Education Search Committee, Office of Human Resources, Whitworth College, Spokane, WA 99251-0103. Applications will be arcepted until 1/31/92. Whitworth College strongly encourages women, persons of color, and persons with physical limitations to apply. Whitworth College reserves the right to extend the search proceedings beyond those dates identified in order to assemble an adequate number of qualified applicants.

ignifications for a control condi-tion of the condition of the condition



Attact of southers in indicate near the Ohio Reer, the University of Sunbern Indiana has an encolline of 7,700 students in 8-40 cent of a formation in indiana has an encolline of 7,700 students in 8-40 cent or a formation of the opportunities for country, statushar, or city living with casy act extra detection of the country, statushar, or city living with casy act extra detection of the first his proposition of the country, statushar, or city living with casy act extra detection of country. The Strip of the dispenses in flower in the country of the count

The University of Southern Indiana School of Pusiness invites applications for three-feature track teaching positions beginning in August 1992. Salaries and bringe benefits are competitive for qualifications and experience. Especial ranks are Assistant or Associate Professor.

experience Especial ratios six Assistant or Associate Professor.

MANAGEMENT INFORMATION SYSTEMS, Primary section, greatsalishly in larker unforgatation and graduate Assaugement Information
(Systems classes, Apparingulate leminal degree in compared Information
(Systems classes, Apparingulate leminal degree in compared, floriday)

bight degree oil interest in the although a public described. Should promove
the professor of the apparent of the compared of th

MANACEMENT. Primary leaching responsibility incheles undergradu-are and issuduate classes in Abangement, Organization Behavior, or Hamair Resource Management, With respursibility for the Small Bristness Management properation. Doctorate in Management preferred, ABD with Heinministrate brussenser systement with the considered Celifotore of theoretical re-applied research destreet. Confact: O: Behavior Management (Pepinson of the Confact).

ACCOUNTING. Primary teaching responsibility includes undargarduate and graduate. Issues to Accounting with on emphasis in additing at and graduate. Issues to Accounting with on emphasis in additing at a supplier and advanced throat substantial programmer Chail.

To apply, submit letter of application, curriculum vitac, and names of three professional references by February 15, 1992, to the appropriate physical design of the second desig

School of Susiness
University of Southarn Indiana
8600 University Boulevard
Evansville, Indiana 47712

Mount Ida College School of Liberal Arts

Full-time Faculty Opening in Communications

Mourt las College in suburban South sortes all still mellar member with ordined teaching experience his proposed 8.6, progress in Communications, will boust on one of his following service 1972. The accessed amendation will boust on one of his following service 1972. The accessed amendation productions properties in secretary in the deline of such and video to part productions properties in secretary in the deline of such and video to part productions. Deciminating the actual commission in the communication, Deciminating and actual commissions and Planning Branchast deal communication, to the communication of the communicatio

Communications:

mitigant Communications: Doctorata and work experience in cos, governmental or a large non-profil organization plus reportes in
desictor publishing or presentations. Positiva courses: Organizational
numications, introduction to Communications. Advantage, Business
desications (Communication, Intermediata Composition, Corporate/intheolo Planning and Production.)

Send letter of application, curriculum vites, and three letters of recommonda-tion to Academic Oiftices, Mount Ida College, 777 Dedham St., Newton Car-ter, MA 02.159 by January 24, 1992. No telephone calls please. EOE.



FRENCH

Tenuro-track, boginnés Fall 1992. Assistant Professor level, Specialist in fortiga language pedagagy or Fausch/Prancophoso civilization. In fortiga language pedagagy or Fausch/Prancophoso civilization. October 1992. Professor de Carlo Carlo

This College wishes to ensure that the search identifies quolified women or minority candidates. Applicant belonging to these groups are me-couraged to identify themselves if they wish. The College of Wootste is an independent liberal arts institution with a commitment to excellence in undergraducte education. AMEOR.

Genégie I, Schwene Migershwin, Petro-nik and Die Wittense L. (1998). The Common of the Com-sistence of the Common of the Common of the Com-sistence of the Common of the Common of the Com-sistence of the Common of the Common of the Com-tense of the Common of the Common of the Com-tense of the Common of the Common of the Com-tense of the Common of the Common of the Com-position will speak in a supermodule. Delta and of period and on the Common of the Com-position will speak in a supermodule. The common of the Common of

GALLAUDET UNIVERSITY Faculty Positions

Gallaudat University, the world's only university for rical students, has produited foculty positions for the Fall of 1992, pending adequate funding. Faculty positions have been remitted; identitied as follows:

College of Artz & Sclences

English, History, Psychology,
Malth Campuser Science, Societhey

Television, Film & Photography (Chair) School of Communication: Dr Njeri Nuru, Dean Sch. of Education & Human Svos: Or. David Manin, Dean School of Management: Or. James Speegle, Dean

Educational Foundations & Research Physical Education & Recruation Computer Information Systems

Mathematics, Science

C.T. Our LAVIGINI, LOCAl Regulard. Master's In discipline plus willingness to pursue studies in a doctoral program in the field of an allied area; willingness to locan sign language. Pre lerred: Earned doctorate in ledge plus teaching experiences; knowledge of dealerss ardior skill in sign language. Rank and states year negotiable; tesuse-tack, regular non-tenure track and

remposary appointments

Because of its mission of serving deaf students, individuals who already
possess sign language skills or who are deaf are necessaged to apply. Qualiticle individuals without these skills must be villing to a stand an 6-week
orientation program for Irahining in sign language and lingerspelling.

For complete job ammunicements, position requirements, and application
dividilines, write to this:

FOLIAL OPPORTUNITY ARRESTABLE AFTION EMPLOYED material de la companie de la compa

DEPARTMENT OF AFRICAN STUDIES Wayne State University Faculty Recruitment 1992-93

Two tenured or tenur-mack faculty associates are underway in the Department of African Studies at Wayna State University. Rank and aday open, and activate from the protein will be required to mach course in near a more at the talending treat this consent development and regional and international political country of the African and Caribbean states, the cultures and foliatore of Africa and the disaport, and the contract of th

omitation.
Applications for fin two positions received by January 15, 1992 ore neuron dull renderation. Sand curriculum vites, have academic references, and simples of reference prosure bullentons to Chaff. South Committee, Department of Actions Smalles, Propos Sate University, 31 W. Warren, Delrin, Michigan 4620t. Warres State University is an Affirmative Action, Equal Opportunity Employer.

LaSalle University Department of Education

riment of Education Invites applications for two tenure track assists sor positions in its unique integrated elementary and special educa-men. Program thems focuses on the and adolescent development, unity seeks energetic faculty who will make immediate contribu-

Salary competitive. Application latter, vits, three current professional references, officini graduste transcripts to Dr. Maryanna R. Bednar, Dispurtment of Education, LaSalle University, Philidalphia, FA 19141. Deadline

on Common and members, nameds, personal and an extraction of the control of the c



SOUTHEAST MISSOURI STATE UNIVERSITY

Counselor Educator

The Department and University: Southered Missouri State University in regional, multipurpose institution caucility nearly 9,1881 statems. The Department of Educational Astronoisticals a read Comparison for National Astronoistical and Conversioning has 17 faile and pass time faculty in six program roves. Cape Chandwar is a consummity of 40,000, 120 miles south of \$1.5\$. Loads on the fibst-shoppil thous.

nees sound to all roots on the reasoning trace.

Position Description: To teach graduate counts- in a master's depreparational leading to certification are a relived counts-for studient in Reess to a professional counted in Miscauer. Adobting of musches's submission and leading of some undergoe interest courses in the heydring shifts expected. Teaching spanishes, endowing the must compensative activities with local devoked and adjusted like, exchaintain, and compensative activities with local devoked and adjusted to the contraction of the

sents oursed. Applications received by Jenuary 31, 1992 are assued of consideration; current view, transcripts, avidence of successful leaching, sessent and publication; current view, transcripts, avidence of successful leaching, sessent and publication; and three letters of recommendation to:

Or. Ada L. Cruca, Seerch Committee
Department of Educational Administration and Courseling
Southeast Missouri State University
Cape Girnadeus, MG 03701
Phone; 314-651-2417

Southeast Missouri State University is an equal opportunity, M-F, affunative action employer

COUNSELING PROGRAM

Dept. of School Psychology and Counseling University of Cincinnati

University of Cincinnati

Anaidant/Associate Prolessor. The Counsoing Program in the
Department of School Psychology and Counsoing, University of Cepartment of School Psychology and Counsoing, University of Cetal Assistant or Associate Psychology and Counsoing, University of Cetal Assistant or Associate Psociate International Inte

Dr. F. Rehert Wilson Director, Counseling Program Dept. of School Psychology and Counseling University of Cincinnati Cincinnati, OH 45221-0002



Appalachian

Chairperson, Department of English

Against the Agains

Dartment of Geography and Geology-phone: 413-538-2278/2004. Fax: 413-538-Zi72 Responsible for teaching understa

RULLETIN BOARD: Positions available



NOVICE G. FAWCETT CHAIR

Department of Educational Policy & Leadership

(Starting Date Autumn, 1992)

The College of Education II The Olds Education II, 2024.

The College of Education II The Olds Education II work uses a noninsubance as pythodoxes for the Novico G. Favcest Chair in Education II Administration. The Passett Chair is not on over your endowed relates in reducation and endinistration. Nonvinces and applicant about the localization with material visibility in the College of the Col

regarded of equitational abstractions.

The closing date for this position will be March 1, 1992 or until the position is illied. A letter of intent, along with a curriculum vitae, and the names, addresses, and phone numbers of ni least three retarences should

Dr. Doneld P. Anderson, Dean College of Education The Ohio State University 127 Arps Hali 1945 North High Street Columbus, Ohio 43210-1172

An Equal Oppurtualty, Affirmative Action Employer.
Women and minorities are encouraged to apply.

FACULTY POSITION

ANNOUNCEMENTS Founded in 1837, Cheyney University of Pennsylvania, the oldest bistotically Black Insultation of higher learning, is facted 18 miles routhwest of Philadrophia and is one of the 14 universites within the Pennsylvania State System of Higher Education. Cheyney is now inviting rapilications for the following faculty positions:

POREIGN LANGUAGES (Sprmish) - Full-time, tennire track routing. Teach introductory and universed courses in Spanish FOREIGN LANGUAGES (French & Spanish) Full-time, tenure timek position. Teach introductory and never courses in French and Spanish.

A Master's Degree (PhD professed) and at least 3 years' toaching experience are required for both positions.

Cheyrier of fire no competible or large / funk and stap based on education and superiners) and no complete benafits package including tailulo five stackage for or employees and their dependents. Send letter of repplication, assume and afficial transcripts with 3 letters of reference to the Fred Tucker, Directin, Human Resource, Cheyney University, Cheyney, PA 19319 before Fridor, January 17, 1992.

Cheyney University is no Equal Opportunity/Affirmerive





MUSIC (INSTRUMENTAL) HARTWICK COLLEGE

Assistant Professor, tenure-track, skarting Fall 1992. Conduct the wind casemble, lazz ansemble, and other chamber essembles. Tech causes in the department core program andere course for non-radio. Tech causes in the department core program andere course for non-radio. Technology of the conductor who is the appointment performers, interested to find the conductor of the conduct

chee e Pal. to Orman with a stream of the Common with a stream of the Common with a stream of the Common of the Co

Department of Mass Communications ST. CLOUD STATE UNIVERSITY

St. Cloud, Minnesota

The Department of Matte Comparing and St. Carlot State University.

The Department of Matte Comparing and St. Carlot State University.

The Department of Matter Comparing and Comparing

ASSISTANT PROFESSOR LEVEL POSITION: UNDERGRADUATE AND GRADUATE LEVEL TEACHING

POSITION RESPONSIBILITIES: TRACKINE POSITION RESPONSIBILITIES: TRACKINE and advanced and graduate level mar communications course in public relations and/or advantage and core courses. Additional responsibilities such as probasional development and departmental remmittee easign ments ere included.

crussed.

POSITION QUALIFICATIONS: Ph.D. in communication or e docteral degree in a finite appropriate to the program is required for the nurs. Ally degree in a finite program is required for the nurs. Ally the teaching areas is protected. Research and load-being interest in the teaching areas is protected. Research and load-being interest in an allonal end aross-cultural mass communication is a departmental priently as is attracting qualified intende candidates.

Candidotes who meet qualifications must mell by January 31, 1892; aj an application letter, bj vite, ej 3-5 reconi letters of reference, d) official copies of transcripts to:

Dr. Amda-Michael Habte Cheir, Seerch Committee Department of Mass Comm St. Cloud State Univarelly St. Cloud, MN 98301

THE UNIVERSITY OF TEXAS AT DALLAS ASSISTANT PROFESSOR - ARTS AND PERFORMANCE Theatre and Performance

Applications are invited for a tamerarea Assistant Profissor in Aria and Performance (Dastas and Patformance). We said an Aria and Performance (Dastas and Patformance). We said an arrowth and daviogened of an indisafficiplinary program integrating the aris and humandidas through the interaction of both heavy and practice. The fishest of the Aria and Humandidas through the interaction of both heavy and practice. The fishest of the Aria and Humandidas fishest and the Aria and Humandidas and Aria and Humandidas and Aria and Humandidas and Aria and Humandidas and Aria and Aria and Humandidas and Aria an

Acodomia Saarch #174
The University of Texas at Dollan
P. D. Box 080088
Rishordson, TX 75083-0688

The University of Texas et Dollen is an Affirmative Action, Equal Opportunity Employer.

ALASKA PACIFIC

Assistant / Associate Professor of Management

(Finance)

Counselor Education North Dakota State University

July 1, 1992. Australia Professor, 12-month, senues mark. Seeking powers to such graduate course in a chood, chemical dependency, and distrativement health consuming. Other reproductions of the consuming. Other reproductions are sent as the major countries of the course of the service, and research. Doctorial days device, and research. Doctorial days are considered professional and the service and research. Doctorial for the consuming of the consuming of the form of the consuming of the con-tinuous con-tinuous consuming of the con-tinuous con-con-tinuous con-tinuous con-tin

Closing Date: Jacourry 31, 1992 or until position is filled. NDSU is an Equal Op-centuality. Affirmative Action Emologer.

A calendar of forthcoming meetings, conferences, workshops, and institutes of portance to scholars and college

every week in The Chronicle.

COLLEGE



Alice Andrews Quigley Chair in Women's Studies

Milla College invites nominations and applications for the Alica Andrews Quigloy Professorable in Woman's Studies. Alex Abserves Quigoy Protomorants in woman's Studies. We seek an experienced and sommitted teatler-scholor to chair and enisance the cristing program in Women's Studies and tonce boursenn both introductory and advanced lavaln. Candidatan should bove a narong teaching and publication record in woman's tudies. All areas of concentration within woman's studies will be comidated, but we supocially seek andidates with an interest in history, philosophy, political scinnes, psychology, and neclology. Appointment level (from Ansistant Professor to Full Professor) commonsurate with experience.

Qualified candidaton should hove extensive undergraduate tecching and administrative experience, strong leadership and communication skills, and a domonstrated commitment

Founded in 1852, Mills in a private, non-sectorinn, relective, liberal aria college resently rededicated to the education of woman at the uniforgraduate level.

The deedline for nominations and applications is February 1, 1992. Send lotter of application or nomination with

Women's Studies Search Committee MILLS COLLEGE 5000 MacArthur Blvd. Oakland, CA 94613-1301

MUSIC THEORY/COMPOSITION



The School of Masic triviles nominations and applications for a full-time, transfer-back repotentment of the rank of meistent professor to teach understanding and an expension and estated echnological mass. Minimum Qualifications; completed doctorels in Must. Theory and composition and estated, and the office of Composition (FIDs.), DMA., or DA. to set als acceptable), no less three doctorels in Must. Theory may be compared to the complete of the composition of the complete of the composition of the co co Composition (FF) Sa. DA-K., or DA-K. are all accordably. It leaves there years' college level subship expensives north of opconvioled theory of products and include the product of the

GETTYSBURG

A full-time, one-year anbhortical replocament | 1882-1883| in the Opportunant of Religion for a specialist in that misigions of Cest Asio (e.g., 20 duddham, Conkiuchman, Tookan, Shintol, Preference will be given to condidates with on interdisplancy parapetive who will be acids to contribute to the Colleges offsetrings in Women's Students continued to the Colleges of Central Central Students. Colleges located on hour and case-built from the Rollitones' Wanshington cree. It is on Equal Opportunity, Allimontive Action Employer woman and miscrible center encuraged to capply. Seed capilications, including curriculum vites and nexus, additionate of the continued of the Central Centra

Communication Design or related field and live years' full-line related occupations! apprinces a related occupations! apprinces a related. Assert's degree, and tensive apprinces and teaching billips designed. Seed application or related, at least I've August 16, 1992. EDEAA.



Rollins College

Winter Park, Florida

CHAIR, PHYSICAL **EDUCATION DEPARTMENT &** DIRECTOR OF ATHLETICS

Ridlins College in rites applications and nominations for Chair if the Physical Education Department and Director of Affileties. This is a lemine the position between the reports to the Precost. The position last administrative responsibility for physical education, internuiral and microallegiale artiflic programs.

Rollins is a private liberal arts college of 1450, nationally Rullius is a private timeral arts cullege of 1830, nationally recognized fur its athletic excellence and its limit om-mitment to academic priorities. Rullius spenisms 15 intercullegiate teams and is a competitive member of NCAA Division II. The College requires all students in complete lour semesters of physical education, partici-pation in wellness and recreational activities is encourpallun in wellness and recreational activities is encour-aged. The Chair/Director administers a \$2 million bud-get and a 30 person stall. We seek condidates who appreciate the rule of athletics in a liberal arts community and who are cummitted to the academic achieve-ments of student athletes.

Candidates shundd have at least five years experience in Canditulates numerical resulting years experience in physical education and altheric administration and proven abilities in teaching, curriculum development, reaching, reculting, personnel namagement, fallities conclination, budget planning and implementating institutions and public relations. Cardidates must be abilities to the complexity of the property of the complexity of the complexity of the property energy and public relations. Cardidates must be abilities to the complexity of the property and continue and complexity of the property property of the property of the property and the property of the property and the property of the property and the property of the property of the property and the property of the property of the property and the property of the property of the property and the property of the property of the property and the property of the property of the property and the property of the property of the property and the property of the property of the property and the property of the property of the property and the property of the prope

Salary is competitive and commensurate with experience and credentials. Candidates should submit a letter of interest, a curriculum vitae and names and phon numbers of three references. Screening of candidates

Nominations and applications should be directed by Search Committee for the Chair of Physical Education and Director of Athletics Office of the Provest, Rollins College 1000 Hall Avenue-2712, Winter Park, FL 32789.

Rolling Chilege assures in equal employment opportunity through a continuing and offer-live allimative action pageam. Minuflies and wumen are encouraged to apply.

■ College of Management ■

Tenure-track positioos, ali ranks, for undergraduate and Innue-Hex position, in rains, in unuargement and MBA Instruction in departments of Accounting-Finance and Marketing 9/1/92. Areas of particular need include: financial and menagerial accounting: financial lectry, financial menagement; merching research, and marketing management. PhD/DBA in appropriate discipline regulated; candidates nearing completion of degree may be considered. Salary and benefits compelitive. Sand vites and cover letter to:

> Lei Chugh, Chair, Figance/Accounting or Mary Lou Roberts, Chair, Marketing; UMeas-Boston, Boston, MA 02125-3393. Applications received by 1/31/92 given priority coostdaration.

The University is an Affirmative Action/Equal Opportunity/Title IX Employer

University of Massachusetts Boston

Cracker Dergamblumen Andreide einer eine Festener (vom 1922). Siefer hat Sorgie eine Festener (vom 1922). Siefer hat Sorgie commentary, Siefer hat Ausmingerige commentary, Siefer hat Ausminhatigmeit anterieren, et aufmehnbereiten (vom 1922). Siefer hat Sorgie eine Festener (vom 1922) siefer vom 1922 siefer hat Verlage eine Verlage verleiten vom 1922 siefer vom

POST-DOCTORAL ASSOCIATE

DUTIES:
Conceptualize and execute applicates and evaluation of inhibitors of Sedencephomocystems hydroless and other chemicals. Techniques eedencephomocystems hydroless and other chemicals. Techniques eedencephomocystems are consistent as the consistency of the consistency indicates modeling. Document
results and prepare reports for public bean.

MIN. RED.

**P.D. Life completion of all coursework therefore.

**P.D. Life completion of all coursework therefore.

**P.D. Life completion of the course of the manufacture and conjugate modeling of entymer modeling.

**Proficement in bloom excry textiments including IMPLD. Medium Press.

**Proficement in bloom excry textiments including IMPLD. Medium Press.

**Proficement in bloom excry textiments profit including includi

Must have proof at legal authority to work in the U.S. Nation free proof of legislationary to wark in that of 13.

The job arder 4 for the job opportunity is KS 1903113. Please apply etc. Lewrence Dept. of Human Resources, 233 Oho, Lewrence, KS 48044-0548, IR131843-0531 or relate to job order # when submitting e résumé to the above referenced office. On not submit résumés to Alien Certification Officer.

UNIVERSITY OF ALASKA SOUTHEAST

School of Business and Public Administration

Two tenure track positions in public administration will be Illad at either the assistant or associate professor level. The successful cendidate for one position, will be prepared to teach the stadeonal illerature of public administration, including organizational fleeou. For the second position, preparation to teach public Returne with the critical. Beginning date is August 1992.

puret, neemoe wei to editical. Beiginning date is August 1992.
For both positions, minimum qualifications include a Fn.O. or OPA in public administration, political science or a closely related discipline. Appointment as the seatestary proteine are to seatche and publishing scholar. Associate rank with our considered for risons with espablished with the public protein and the publishing scholar. Associates rank with our considered for risons with espablished with exemptions.

until experience.
For either of these positions, submit a current vite, name of laws extensions and examples of written work its current vite, name of swarples of written work its control of the season of the property of t

MENTOR/PROGRAM COORDINATOR **FULL-TIME**

(Search Extended)

SUNY Empire Staat Coffage, seeks isculby marrier (field open) to direct in FOWN program, Systems, NY beginning 517-02, FORUM is a specifiable for program are promoved for derivation by their ampleques Reportations Analysis charge in a second program temporaries conditions modern control of the second program temporaries conditions modern control of the second program deviations, 6 depositions and to transact effectively until a value of continuacies and city for the second effectively until a value of continuacies and city for the second effectively until a value of continuacies and city for the second effectively until a value of continuacies and city for the second effectively until a value of continuacies and city for the second effective of the second effective of the second effective dull students of the compress consumple, text of students of 1/4/6/9 to the James S. Palls, Associate Osen/PCC, SINY/ESC 28 Union Ave., Sensings Springs, NY 1/26/6-A/ESCI.

Heade Cap American from the College of Very Co

Health Promotion/Sports Mediciner See Southeast Missouri State University adver-tingment topics Physical Polycation

FACULTY/ RESEARCH POSITION

URBAN POLICY ANALYSIS/HOUSING/ COMMUNITY DEVELOPMENT

The Gradusie School of Menegement and Urban Policy, a division of the New School for Social Research, seeks candidates with lacehing end research interests in housing and community development for a full-time faculty appointment. community development for e full-lime feculty appointment in its Urban Policy Anelysia end Management program or Nonprofil Management program. The Ideel candidate would heve quelification end Interesta expropriate for a joint spopintment es sinior Research Associate in the Graduata School's Community Development Research Center.

The Graduele School offere four interdisciplinary Master of Science degree programs for entry level end mid-level pro-tessionets; curriculum in the school-wide core courses and in each of the programs emphasizes the interrelationship of theory, practice, end eocial responsibility. The Center conducts epplied research on community-based approaches to the economic, politicel, acciel, and physical revitelization of poor communities.

Appointment will begin July 1992; ell candidates musi have an sarned doctorele. Rank will depend on the candidate's qualifications and experience. Nominatione of, end applicaliona from some and mambers of minority groups are alrongly encouraged. To apply, pleese send e current cur-riculum vitee or resume, two semples of writian work, and the names of ihree references by February 1, 1992 to:

Chairperson, Faculty Search Committee GRADUATE SCHOOL OF MANAGEMENT AND URBAN POLICY

NEW SCHOOL FOR SOCIAL RESEARCH

66 Fifth Avenue, New York, NY 10011 Affirmative Action / Equal apportunity Employer

DARTMOUTH COLLEGE

HANOVER, NEW HAMPSHIRE



Invites Applications for the 1992-1993

Thurgood Marshall Dissertation Fellowships For African-American Scholars

The good of the Thurgood Marshall Discretation I effordible is to increase the number of African American La diff: in American Pagher across the properties of the American American to the complete place and across th

country of more and menticles to protecting drive are America any position of the country of the

Application Deadline: February 1, 1992 Award Announcement: April 15, 1992

tion and in-elementation of curriche la-terations of a second or companies of the companie

BULLETIN BOARD: Positions available

PACIFIC OAKS COLLEGE

Directorif-sculty
Tascher Education Program
Program
Pro/DEAD. preferred. At Program
Pro/DEAD. preferred. At We such and direct all spects of sector educations or program, traplament/mentaler states/sclemal guidelines and aduránta/referset visious professor not programs. El Tomoth position. Send cover lette,
set visious professor not programs. El Tomoth position. Send cover lette,
set visious professor not programs. El Tomoth position. Send cover lette,
set visious professor not programs. El Tomoth position. Send cover lette,
set visious professor not programs. El Tomoth position. Send cover lette,
set visious professor not programs. Send professor de la covernance de la cov

Faculty Search Committee Office of the Dean Pacific Oaks College 5 Westmoreland Place Pasadena, CA 911/3

Facility Cedes/tai/fritmas Davalopment
Tascher Cedes/tai/fritmas Davalopment
Tascher Cedes/tai/fritmas Davalopment
Tascher Cedes/tai/fritmas Davalopment
Tascher Cedes/tai/fritmas Davalopment background Will
tasch in Pasadem, Portland and Sealite Teas, dothe eliments and exerce on
tamba requestless. Send cover lotter, résumé and three original letus of

tensine Director and ECE background. Position to begin between January and July 1992. sums and cover letter to:

Faculty Search Committee Office of the Dean Pacific Oaks College 5 Westmoreland Place Pasadons, CA 91103

FACULTY

Pelliadopi State Technical Community Lullege seeks applicants for the following anticipated tenure-track faculty appointments effective August. 1992. Filling positions will be continuent more adequate families. Responsibilities to hade teaching courses, advising nucleuts and participal inter faculty service and professional development ority bles.

All positions require a Master's degree front a regionally averrelited college or solvereity. Is graduate seements insure in the teaching held, and two years' appendiate tracilitan constraints.

Biology English English ne a Second Lutyunge Feanach

10

Review of applications will begin February 16, 1991. Send application packs age including a PSTLL application, cosmus and college trenscripts by

Pellissippi State Tachnical Contractity College P. C. Her. 22991 Hardin Valley Hord Knowllle, TN 37933-0990

PSIXX is an Equal Opportunity, Afternative Action Employe.

THE CONTRACT OF THE PROPERTY O

FACULTY POSITION

The University of Denver, Graduate School of Social Work seeks to life one tenure track faculty position beginning September 1, 1992. The position will be filled at the Advistant or According Projector Lines.

Expends in the area of children, youth and families or mental health, and practice evaluation research is preferred. A doctorate degree as the time of appointment is preferred, but ABO candi-dates will be considered. At least one graduate degree in social work is

Please submit a letter of application and your vitae, include the names, ad-dresses and telephone numbers of three references Applicants who apply prior to January 31, 1992 will receive priority consideration Send your appli-cation means.

Dr. Howard L. Reiten
Chair, Faculty Recruitment and
Screening Committee
University of Deriver
Graduate School at Sodal Work
University Park Campus
Denver, Colorado 80208

The University of Deriver is committed to enhancing the diversity of its faculty and stall and encourages applications particularly from women, minorities and the disabled.

per all properties literaphies, field proties in a matter articles of the solid of the
ten in a matter articles of the solid of the
depth of the solid of the solid of the
ten in the solid of the solid of the
ten in the solid of the solid of the
ten in the solid of the solid of the
ten in the solid of the solid of the
ten in the solid of the solid of the
ten in the solid of the solid of the
ten in the solid of the solid of the
ten in the solid of the solid of the
ten in the solid of the solid of the
ten in the solid of the
ten

DIRECTOR CAREER SERVICES UNIVERSITY OF SAN DIEGO SCHOOL OF LAW

Responsibilities: The Director is responsible for developing mercening strategies to halp mercening strategies to halp mercening strategies to halp mercening strategies to halp mercening on the strategies of the strategies for strategies for strategies of the strategies for strategies of the strateg

The Oirsolar reports to the School of Law Deen and Assistent Ocean for Administration. The School of Law has approximately 1,100 J.O., LL.M. and M.C.L. students

and M.C.L students
Outliffestions: Excessions administrative, interpersonal, writina and outline of the communication of the communicat

MATHEMATICS OPENING:

Ability to Teath a stimute based free or programme to the control of the control

UNIVERSITY OF NEVADA, LAS VEGAS

UNLV — one of the "rising stars of American higher education" U.S. NEWS & WORLD REPORT OCT. 16, 1989

Here's Why:

- ▲ UNLV's ecedemic progrems are receiving national and International recognition.
- UNLY has hired more than 130 faculty members in the past two years and plana to hire another 132 in the next two.
- UNLV is among the fasteat growing universities in the nation. Fall 1991 enrollment reoched 19,562, a 7.4 percent increase over the previous year,
- UNLV is a comprehensive Ph.D.-granting institution dedicated to both reaearch and teaching. New Ph.D.s include history, computer science, and civil angineering.
- UNLY recently opened the nation'e only National Supercomputing Center for Energy end the Environment, housing a Cray Y-MP supercomputar.
- UNLV attracts millions of dollars annually in public and private support for research, More than 30 research centers enrich the university end the community.
- UNLV'e Jazz Ensemble was nomed 1990 National Champion, and the Performing Arts Center regularly presents Internationally recognized artists
- UNLV is home to the 1990 NCAA National Champion men's basketbeil Jeam. UNLV student athlates have competed successfully on a national level in all 14 intercollegiate programs.
- UNLV will break ground for classroom, erchitecture, and physics buildings totaling more than 250,000 squere feet at e cost of
- ▲ UNLY has been named for two consecutive years to U.S. News and World Report's Jist of "up and coming" universities.
- UNLY offers an exciting, dynemic campus life, which includes 14 fraternilles and 7 cororities, plus numerous other student

If you're a "rising star" in your career in teaching or research, you may want to move up to UNIX.

Look for position announcements in the classified section of the Chronicle of Higher Education Ihroughout the academic year. AVEEO

UNIVERSITY OF FLORIDA

College of Fina Arts CHAIRPERSON DEPARTMENT OF MUSIC

Search Reopened

This is a leaf-to-most in speciational, beginning July. 1992, or as so an intervallar as possible, Salary in sempetitive and commensation of the clusters and a special conference of commensation of the clusters and a special conference. Combinetion of the commensation of the clusters and a special conference of the commensation of the clusters and a special conference of the commensation of the commensa

For more detailed information regarding this position, please telephone 901/392-0207 or fee 904/392-3802.

February 21, 1902. Sand qualication inter-comments when instancings and these bi-comments when instancings and these bi-comments of the property of the property of the property Department of the property of the property of the property of the Department of the property of the property of the property of the Department of the property of the prop

state of reference in Dr. Smite A. Brown.

Describe the Prof. Smite P. Brown.

Describe the Prof. Smit

CHAIRPERSON

Department of Electrical Engineering UNIVERSITY OF MARYLAND

AT COLLEGE PARK Applications and nominations are invited for the position of Professor and Chalperson of the Department of Bestincia Engineering Canadicates should have an earned octionate in electrical engineering or a closely related field, strong teadership shiftly, a province research record, and a commitment to electrical engineering duractions.

electrical engineeing education.

The Electrical significant programment consists of 60 faculty at the College Park campos and all faculty at the registering Distances Conting compar. He produced necessities to state of 50 faculty at the College Park campos and all faculty at the registering production owners is about as 50 fac. 10 fact, and specific production owners is about as 50 fact, 10 fact, 50 fact

Applications received prior to Feb. 21, 1992 will receive first consideration. THE UNIVERSITY OF MARYLAND IS AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER





Afabama School of Mathematics and Science

The Alabama School of Multiermities and Science, created and funded by an art of the abote legislature, it Alabama's public, readential arademy for gilled and highly motivated studiests of science and grathematics. Admission in compectitive for the justovisetion year consumerimities, roblegated properties, and the interest action, located motivation as student population to 300-00 by September at 1992. The following a student population with 200-00 by September at 1992, The following confidentiation and exactering positions are sought for the 1992-93 ora-

AOMINISTRATION

Registrer (August 10) Counselors one college, one residential life (August 24) Hall Ofrector (August 24)

FACULTY (All positions August 24)

Physics—two positions, may area, expertise in saironomy/astrophysics with an ability to tearn mathematics preferred

one position, general and inorganic, blochemistry, polymer Mathematics—two positions, algebra and geometry through calculus (interfacing with science important)

uncracing win science importabil Computations and programming Literatory intrinsicing with a maliterial emphasis English—two positions. American or Oritical Literature (Oritical Confered) with credit writing, specific nor drains Foorign. Language—three positions, combinations of FrenchuSpasish and Certura/Nissish

and Cermon/Russian
History—two positions, emphasis on Asias or European History and an
ability to twat Communi and Ecouring
Physical European History and an
Physical European European History and an
Physical European County of the County of the County of the County
Art History—one publics, beath sorvey of the Aris with an emphasis on
art, architecture and mustic

art, acconcentre and must make are un doctorate required. Excellears in teaching and depth and breedth in subject area are the major salvair. Those ship coperation is needed analysis or establishing programming a play for many of the preference. Compacts expectation to regardinaring a play for many a required to the control of the con

mensurals with degrees, exponence and acasemur new.

Sond résume or c.v., with copies of official instractiple and libra correct
letters of reference by January 31, 1992, Jor Dr. Alloh A. Tubbs. Oirector,
Alabama School of Meshematics and Science. Post Office Box 161628,
Mobile, Alabama 36616-2628, (Tronte: 205 433-ASMS) [2767].

The Alsbuma School of Mathematics and Science is an Equal Opportunity Employer,

MOREHEAD STATE UNIVERSITY CHAIR, DEPARTMENT OF LEADERSHIP AND SECONDARY EDUCATION

Mornhead Solt University Interes opplications and monitorilion for Involvement Insure-track position as Chair of the Department of Insure-track position as Chair of the Department of Insure-track position as Chair of the Department of Insurering Insurer one program acromation. Qualifricationes a Occinor segree in one of the disciplines of the department. Previous experience in higher education. Distinguished record of teaching, scholarship and service. Submit latter of interest, curriculum vine, and three latters of recommendation no later than February 19, 1992, to:



Office of Personnel Services
Attn: Choir LSE
MOREHEAD STATE
UNIVERSITY
HM101
Morehead, KY 40351 MSU Is an EEO/AA Employer

searching for a senerality who can teach the search of the course in a real party of the course of the course of the course in a real party of the course of the course in a real party of the course in a real party of the course in the course process of course in the course process of course in the course in t

Amount a support and applies of the control of the

Section Leader - Food, Nutrition and Health

THE UNIVERSITY OF TENNESSEE AGRICULTURAL EXTENSION SERVICE Knoxville, Tennessee

Qualifications: Earned debtrails in human nutilition, districts, tood, nutrition, lood service measurement, institution intengenent, post, organization, incotaeroise measurement, residuation intengenent, post, organization, destraind, destraind, control of the control of the

program.

Rasponelbillities: Work under the supervision of the sesistant does for Extension home economical to provide overall leadwain part and the leadwain part does not receive the leadwain program, as well as Extension to the leadwain program of th

Selary: Commanaurete with training and experience.
Applications eccepted until February 1, 1992, or until e quelified applican't a ovalleble. This position will be evallable. April 1, 1692. Application forms avelighte upon request. Mall inquiries to:

6r. Petricis M. Ganter, Cheir Advisory Commillise Agricultural Extension Service P.O. Gox 1071 Knoxville, Tennosece 37801-1071

The University of Tennassee is se Equal Employment Opportunit Affirmetive Action, Title IX, Saction 564 Employer,



GEORGETOWN UNIVERSITY

The Center for German and European Studies of Georgetown University's School of Foreign Service will reponse two resident Research Arro-cises for the 1992-3 andemic year. Applications are forused from qualified clears for the 1992-3 andemic year. Applications are forused from qualified as tokars whose each said (operate) for at 1992 contemporary German, the contemporary of the April of the property of the property of the history, literature, or of three April of the 1992 contemporary of the track faculty and should be working no restarch projects that will result to

A gram of \$30,000 for the academic year will be awarded each Research Associate. Tanare-track faculty may also receive compressation from shell

nome institutions. Application insterdals, Including confirmation of progress toward the award of the doctorates by August 1972, corrictular vitas, desailed project descriptions of the doctorate by August 1972, corrictum vitas, desailed project descriptions of the doctorate of

Georgetown University is an Affirmative Action,

Minery Alajanes Bast Unbrught ir neferior or reted Word for any Value of the
first or reted Word for any Value of
first or the
first of the
first of
first or the
first of
first or the
first of
first or
first or

New Arison Employer. To results the Memory Public Histories. To results the head of the control of the control

are accuraged to apply.

History, Western Civilization, The Other
Jose University, Downstreast of History,
the Civilization, The Civilization
of the Civilization of the Civilization of the Civilization
of t

Heart-ulbres Horriculture Director / In-tractor for new horticulture, Innécessive with a Minister entende, part exception of with a Minister entende, park-econdary trade school for men. Pical placetics phase tarts i Bossive, with copies or entent is a school for men. Pical placetic phase in the pical placetic part of the pical school for men. Pical placetic part of a school for men. Pical placetic part of the pical placetic placetic part of the pical williamson Trade School, Media, Pennat-vanne 1903, (21) \$5.05,099. 103

Shoreline COMMUNITY COLLEGE Seattle, Washington

Shoreline Community College is located on a beautiful 83acre site near Puget Sound, just 20 minutes north of downtown Seallle. The college meets e variety of postsecondary educational needs through its academic transfer courses, occupational programs, developmental training and continuing education for students in the surrounding metropoliten area.

We ere recruiling for the following positions for 1992-1993:

FACULTY TENURE TRACK POSITIONS: Multicultural English/ESI, (closes 2/24/92)

Mullicultural Jepenese/ESL (closes 2/24/92) Chemistry and Hazardous Meteriale (closing TBA) Art and Visual Communications (closes 3/05/92) Accounting/Businees and Computers (closes 3/09/92)

ADMINISTRATIVE POSITION: Director at Northshore Center (closes 2/20/92)

Interested individuals ere invited to cell or write for further Information. Shoreline Community College is committed to sleff diversity and extends the strongest possible encouragement for women and minorities to apply. Final determination of contract offers subject to funding availability.

Shoreline Community College Personnol Office 16101 Greenwood Avenue North, Seattle, WA 98133 206/548-4789 FAX 206/546-4599

EMORY UNIVERSITY Division of Educational Studies

Director, Educational **Policy Studies**

Policy Studies

Brown, University, Division at Brau, Lineal Studier, notice opplications and nontrinations to fill a repition at the roads of Brail Preference with resume to ance to Circustry of the Division and to nature exching and research in the present of the present of

Professor Charler Strickland Chair, Oirertor Search Committee Oivision of Educational Studier Buncy University Atlanta, GA 30322

Emory University is an Equal Opportunity, Affirmative Action Employer

Reform and Copried Act. Official traces into the control of the co

RIJLLETIN BOARD: Positions available

Dean of Fine Arts Oinstor, Child Development Center

FACULTY

Art (Computer Art)

Art Computer Arti
Anterioriny
Biology
Biology
Connelling
English Computition
Fire & Emergency Technology
Mailtennitics
Physical Educalisof/shisting Swin Coarte
Respiratory Care
Theater Arti

Ineque Ans
Faculty Coordinator—Contract Ed/Special Projects
Health Center Nune/Norse Practitioner
Program Olrector—Substance Abuse Prevention & Eduration
Tearlier, Child Oevelopment Center

CLASSIFIED

Systems Programmer

Send résumés or letterr of interest to:

Dr. Lynn P. Solomila
Oirector of Perennel Services
El Camino College
16007 Crenthaw Boulevard
Tornure, CA 90506
(310) 715-3477

EOE M/F

The University of Dalescrie hivites applications and nominations for a insure track faculty position at the Assistent Problems force in name track faculty position at the Assistent Problems force in the general area of Fluids and Thermet Sciences. Compressible and Tutublent Flow, and Expertments Fluid Mechanics have been identified as eareas of particular importance in this luture development of the Department. Condicities must have an isamed of the problems of the Composition of the

The UNIVERSITY OF DELAWARE is an Equal Opportunity Employer which encourages applications from qualified Minority Group Members and Women.

Mount Ida College

School of Business

Director of Hotel Administration Program

Ô

Œ

ASSISTANT PROFESSOR

MECHANICAL

ENGINEERING

EL CAMINO COMMUNITY COLLEGE, located in the South Bay area of tos Section Leader - Family Life & Family Development **ADMINISTRATIVE**

THE UNIVERSITY OF TENNESSEE AGRICULTURAL EXTENSION SERVICE Knoxville, Tennessee

Qualifications: Earned doctories in home aconomicarbumon ecology, learning development, child studies, solui adducation or related displant, calling from Economical displantion developed to these towns of the property of the seconomical displanting development, add adducation and overlated the property of the proper

program statewids.

Reaponsibilities: Work under Indiaupsivision of the assistent does for Estimation home accommiss to provide overell leadership and discontinuous accommission of the state of the st

Beiery: Commensurate with Ireining and experience.

Applications accepted until February 1, 1992, or until e quellited applicant le section and province application will be evellable April 1, 1992.

avellation. In its position will be severated April 1, 1962.

Altion forms aveilable upon request. Mail linguiries to:

Or, Patricle M. Ganter, Chair Advisory Committee

Advisory Committee

Advisory Committee

Aprilullure

The University of Tennessee is an Equal Employment Opportunity, Affirmative Action, Title IX, Section 504 Employer.



Music

Gellyabury College seaks opplicents for o issues track position in Musti Education beginning. September, 1992. ABD required faccients preserved, Additional isoching in the oreo of music hierary and introductory music courses order other states deposition type. On the contract the contract of the contract the contract of the contract

EASTERN KENTUCKY UNIVERSITY

ECONOMICS

The Deportment of Economics Inhe Deportment of Economics inhicipotes filling a tenure track opening of the assistant of begin-ning associate professor lavel beginning August 1992. Position is in macroeconomics, broadly defined. Tachther suppossibili-ties could include introductory stated. oriment is into ested in quality teaching togethe with a serious commitment with a serious commitment to research. Condidates should have Ph.D. or be close to comple-ition. Send resume and the names of references. To insure full con-ilduration, applications must be

alderotion, applications must be received no later than January 24, 1992. Applications will be occupied until position is filled. CONTACT: J.F. O'Connor.

Eastern Kentucky University is an Equal Opportunity/Alformative Action Employer

Mount lile College in suburben Boston sceke e full-time director for proposed B.S. Program Hotel Administration, with solitique d implementation duts of Pell 1982. A PLD. In Notel Administra-tion or in an appropriotu reisted field plus experiosso in the hotel industry are required. Responsibilities include leashing, supervision of all forcis of the sessions correction of the program, immogeneous and oversight of the sessions of the program of the program of the program's bridget and support of admissions' efforts to promote the program's bridget and support of admissions' efforts to promote the program.

Sand letter of spplis situm, réalimé and threa latters of resommendation to Academic Offices, Mount ids Cullege, 777 Oscham St., Newton Centrar, MA 02166. Review of spplisations legina Junuary 21, 1892. No telophone calls pleasu. E/O/E. Equal Employment Occorrinative.

tre's revision to hespitaire measurement of the control of the con

beginning February 15, 1992, Marywood College is at Resal Osportunity, Affirma-itys Action Emplorar.

Faculty Positions 4 Department Of Italian

This Department of I tollien ennounces two senior trenuts tracker veiliging positions in the interior position of the int



Choir, Department of Economics, Combs 314, Eostern Kanlucky University, Richmond, KY 40475-3111. Employment eligibility verification required, intelligration Reform and Control Act of 1986.

Bulletin Board (202) 466-1050

School of Nursing

Anniatant Digagtor, Center for Norsing Research

and Research Facilitator, Haspital of the University of Pennsylvasia

The School of Nursing, University of Pennsylvania is seeking a doctorally prepared nurse for a standing faculty/clinician educator position as Assistant Director, Center for Nursing Research and Research Facilitator, Hospital of the University of Pennsylvania. Responsibilities include assisting hospital nursing staff in planning and conducting research; assisting the research center director in faculty research development activities; and teaching research-related courses. Applicants must have an ongoing research program and success in obtaining independent research funding.

Please send letter of inquiry and curriculum vitae to: Lorraise Tulmas, ONSe, FAAN, Chak University of Panneylysels





UNIVERSITY OF VIRGINIA Curry School of Education DIRECTOR OF TEACHER EDUCATION

The University of Viginia is seeking applications are dominations for the position of Director of Teacher Education. Responsibilities include adjustance and providing configurations and providing configurations and providing configurations of the Configuration of the Configuration

Review of applications will begin Fobruary 10. Applicants are saked to submit a letter of intent, curriculum vilao, and namos of three references. ions and nominations should be sent to:

s non nominations and out of sea log.

Director of Teacher Education Sea sort Committee
Department of Controllum, Instruction
Ciny, School of Education
Ciny, School of Education
University of Vajanta
405 Emmel Street
Charlottesville, VA 22501

The University of Virginia is an Equal Opportunity, Affirmative Action Employer and encourages women and minorities to apply.

VA STATE UNIV Agricultural Research Station

is searching for candidelse with Ph.D.e (in subject eross) to Illi 3 RIBESAROH SCIENTIBT positions (will conduct research & publish influency) for the tollowing USBA Unded positions. According rathy salery commensurate with educationaxy. 400-018: Motionaxia evital educationaxy. 400-018: Motionaxia mechanisms to gonetically develop crop plants resistants to biologicalise/vironmental stress actors a menujustation of biochemical conditionaries of erops. 400-018 did to 151787. #GOs19 (reopened): Sreeding of meal goels with emphasis on (1) developing ellie meat goet herd & (2) Improving Mohair & Kashmire fiber production. Cut-oil date of 2/28/92.

Riber production. Cult-Oif deteil of 2006/02. Programmar in Mathimire 400-011 (programmar). Reproductive physiology of ment goals with expensive state of the contract of the

dents, Instruction is through Scorntic clin-toges and the analysis of systemy texts, with speedid supplier to the development of the speedid supplier consistency of the timed service width the Recorn College is timed service width the Recorn College is with the hydror of losse (e.g., literature, states), supplier of losse (e.g., literature, states), supplier of the service of the states), subjectly, humanitier, but re-four-year college or university required. Serving state Aspant 7, 1925. Sancting as-

ary 52/,000-517,500. Aerolicants mpti sand a carrigation videe, three letters of recomposition regions understood of recomposition control of the same regions control of the letter of recomposition of a letter of recomposition of the letter of the letter



Wayne State University

Director of Legal Studies

Weyne State University in seeking applications for the position of decision Land Students (CLS). Outside and responsibilities include decision in Land Students (CLS). Outside and responsibilities include of the CLS of th

program ol scholarly restaurch. The qualified section include a JO (or equivalent) e-gress sets, preleasibly, a declorate in section discipline, Additionally, or an experiment of the preleasible section of the preleasible section of the deconscients both accellence and a committent to institution/prinery legal studies. Personal Inferenced in applying should send a vitas to provide the present section of the preleasible section of the provided section of the preleasible section of the committee of the preleasible section of the

Wayna Siete University is en Equal Opportunity.

THE STATE UNIVERSITY OF NEW JERSEY RUTGERS

PROFESSOR/ASSOCIATE PROFESSOR and DIRECTOR

Department of Government Services/ Bureau of Government Research

BUTCAL OT OUVERTHINETS ACCESSES.

Discus the accellates of a major wheating department providing research, confinding education, and recivical sestement to state and fixed governments. This is the lifetime towards featily positive which registers are provided to the second provided of the second provided towards and the second red public proteined and considerable appearance in providing features are provided to the second provided towards and the second provided towards an

DIRECTOR OF COMMUNICATIONS

Now York Enw School, an independent law school located is lower Manitaitan, seeks a dynamic public reletions/publications professional. omminatio, seed a systam is that of relations/publicitions professional. Responsibilities include writing and publishing a small magazine the Responsibilities in children writing expectations and the state of th

New York Law School

Demonstrate Control of the Control o Service (1) The control of the University Co

ly Nominations of and applications from women and individuals from a kroed open from of backgrounds are encouraged.

REGISTRAR/DIRECTOR OF ADMISSIONS

Armatrong State College invites applications for the position of tegritary Director of Admissions to be available July 1, 1002. The college in the property of the property of

Arrastrong ssoks an individual who:

Arrastrong mokes an individual who:

a possesse outlanding prior apperaison and success in the field
of on noilmant management;
a possesses suffering management and team building skilla;
a darmonatrates success as an administrator with the capacity to
manage both personnal and buildiget;
a demonstrates a commitment to building divarsity in the college
cost munity, among smiplowes and studentu.

Qualifications: Mastar's dagree required. Administrative expari-ance in administrative extensive records reanagement required, at well as expariance with information systems.

wan за ехрагавте win information systems.
A latter of application, a current résumé, and at lasat threo latters of recommendation must be postmarked on or before Marsh 1900 polications should be cast to William L. Megathlin, but the control of t

ARMSTRONO STATE COLLEGE IS AN A FFIRMATIVE ACTION,
BOULAL OPPORTUNITY EMPLOYER

DIRECTOR

AFRICAN AMERICAN STUDIES

nure-ireck position for Atricen American Studies scholer to direct Africen American/Atricen Studies Progrem. Oscipilina open, Social acces praternac. Ph.D. majured with demanstration of schwe ching and sessarch record in African American Studies sa well se gram administration and development sypariance.

Responsibilities include teaching African American Studies courses, especially an introductory eras course, and coordinating an Aircan American/Aircan Studies program. The appointment will be in a department with leaching responsibilities in the regular curriculum as well as in Aircan Amarican Studies.

Renk open Women and persons of color are encouraged to apply, Sand vils and nameword research to the total vils and nameword to the sand to the sand

DREW UNIVERSITY

Equal Opportunity Employer Affirmative Action

POSTDOCTORAL FELLOWSHIPS IN INTERNATIONAL PEACE AND SECURITY

The University of California's neutron-tech statutus on Global Conduct and Cooperation (ICCC) announces the third annual postulences (ICCC) announces the third annual postulences (ICCC) announces the third annual postulences (ICCC) announces the state of the competition is interpretated postulences of acceptive the Colombian are awarded with the conduction of the conduc

Practice and fixtum arms control initiatives.

Applicately tended submit: (1) a three-body page double-spaced state-Applicately code submit: (2) a three-body page double-spaced state-freedomes asserting to the property of the control translation of of the co

here in Commiser, Ohio, invites appaication for a terror speak resilient at the part of the control of the cont

The first Systems 4 of Allements As-lated Stages and Product and Stages and

Senior Faculty Position/ Department Chair Department Of Physics

As part of its Scienca Development Campaign, New York Univariety is planning to add a major research proup to the Physics Department and is seeking an outstanding research scientiat to lead the program Start-up funde, tenure-line positions, prims apace and faculty housing are available.

Applications and nominations are elso invited for the position of Chair of the Department of Physics. We seek an outstanding researcher with administrative ability to provide strong leadership in Lurther developing the laculty and the Department's research

Nominations and applications (including curriculum vitial and names of at least threa refarances) should be sent to: Professor Peter Levy, Chair, Department of Physics, Faculty of Arts and Science, New York University, 2 Washington Place, New York, NY 10003.



NYU encourages applications from women and raembers of minority groups.

PLANETARIUM DIRECTOR/ PHYSICS AND ASTRONOMY



Regider tensum back faculty position available of nasteinavitasaccinie professor lawed estimal academic year 1952/03, for an expartenced passon to save as sensitive and the sensitive and sensitive a

Bell State University is an Equal Opportunity, Affirmative Action Employer and a strongly and actively committed to diversity within its community.

CENTRAL COLLEGE Director of Grants & Foundation Relations

This is an administrative staff position, reporting to the dean of the college, beginning the properties. Central Coffege to an independent liberal arts college affiliated with a contract Coffege to an independent liberal arts college affiliated with a contract college to the college affiliated with a contract college to the college predent with accordance in great writing end related ereas. Support for institutional destreas of purpose appaced.

tioner gaternant or purpose axpacted.

The director is responsible for developing grant proposels consistant with established institutional prioritisar will seeler in the cultivation of potential largust for each proposals will work with membera of the Administrative Committee in all areas of grent preparation and sub-relation.

Applicants should eand latter of application relating their experience to the position, resured, three letters of retarence trors parsons swaltable to reterions interviews, and ottotal transcripte of all undergraduats and graduate work to W. H. Bearca, Daen of the College, Cantral College, Palls, IA 50219.

Review of applications will begin January 20, 1982 and continue until the position is filled. Women and minorities are atrongly ancousaged to apply. AVEOE.

Indirectional Technology Search Re-opened, Lizzerse Compt Community Col-ings is media application for a Compte-face instruction Staff Trainer, as statis-turative, southern that results, maintainly, and M. Ed. or M. S. to Instructional Technol-ON, three years' appears on with both MS. ON, three years' appears on with both MS. S. Tonger appears on the both MS. American Maintain Computer systems, appearance Maintain Computer systems, appearance Maintain Computer Systems.

Interior Designs A full-time tenure-track Assistant Professor position in a professor positional and argumentum in terior design sec-soran. Appointment is for spire meetin starting September, 1992. Qualifications: Fh.D. in sturior design or related Bast and

UNIVERSITY OF MAINE at Augusta

BULLETIN BOARD: Positions available

DIRECTOR OF FORUM-A/ COMMUNITY ARTS

The University of Minton is Margins in seeding a Director of CORUN-A-Community of Minton in Margins in Investor in the CORUN-A-Community Area after community and after constitution of the CORUN-A-Community Area after constitution of the Corun and the Cor

university where the second and the second s

Review of nephreations will begin February 17, 1992. To upply, please send letter of application, cirrrent resurre; transcripts, brief professional writing sample; and the names, addresses and plane numbers of three current professional references to:

Chair, FORUM-A Director Senrek Committee College of Arts and Sciences University of Maine at Augustu Augustu, Maine 04330

The University of Muine at Augusta is an affirmative action, equal apportunity employer.



Assistant Director of Publications

Connectival Chilege, o highly substitute liberal aris callege rising in notional stature, is accepting applications for the position of Assistant Director of Publicotions. The successful condidate ul Assisani Director in l'uniticationi. In a successuri cominder will be a key neurber of a smull, hordwarking resulte team rasponsible for uli internal and externul rummunicutions for this dynamic indituation. Responsibilities include writing, designing, and edikting the cumpus house regan, representing the production of an internal weekly events studender; designing departmental of an internal weekly events relicular; designing departments of the control of t Bachelor's degree regulard.

Please send letter of application, resume, and a list of three rateranees, on or before Friday, January 31, 1992, to:

Connecticut College

Director of Human Resources 270 Mohagan Ave., Room 111-C New London, CT 06320

icul College is an Equal Opp

les. Teaching and professional required. Possess strength of wsearch in areas of interior de-barrier-free, health care, sper-

6008 EOAA, Aşsistat Pychster, eine recent period, kapitat Pychster, eine recent period, experience period, e

al Relations: The School of In-

MOREHEAD STATE UNIVERSITY

CHAIR DEPARTMENT OF FORMATION SCIENCES

Marahaod Stale Universi

Morahead Stole University invites applications and near-nations for a twalva-menth lenum trock position as Chair of the Deportment of Indomesian Sciences beginning July 1. Sciences the Sciences beginning July 1. Sciences to the Science Sciences to deport ment in concert with his descriptment Consequence of sciences and the Sciences of the disciplines of the deportment Computer Indomesia Could Residents Sciences and Sciences an

Office of Personnal Sarvicee Attn: Chair.inf.Sci.



MSU is on EEO/AA Employee

PENNSTATE



DIRECTOR OF ADMISSIONS

The University is seeking qualified eandidates for the position of Director of Admissions. The position will report directly to the Vice Provost and Dean for Undergraduate Education and is responsible for a comprehensive Undergraduate Marketing, Recruitment, and Admissiona Program in a multi-campus University.

The qualifications for the position of Director of Admissions include ocademic orientation and a commitment to a large public university; demonstrated administrative competence; established professional stature; superior market research, marketing, and planning skills; demonstrated ability to communicate effectively; budget management: team building and staff development; close interaction with other University departments; and a dedication to continuous improvement.

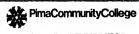
A Master's Degree is required plus 5 or more years of demonstrated effectiveness in undergraduate marketing and admissions. The Director of Admissions must have the personal skills to work well with students, parents, and the public, and be dedicated to the concept of service.

Please submit a letter of interest and a resume that outlines your experience in all facets of the position which are described above, and have three current letters of reference with phone numbers sent to:

Dr. C. Gregory Knight, Vice Provost 421 Old Main, Box CHE University Park, PA 16802

The search continues until a eandidate has been selected.

An Affirmative Action/Equal Opportunity Employer Women and Minorities Encouraged to Apply.



PROCUREMENT DIRECTOR

Bitative Services and emillies.

REQUIREMENTS Any combination of experience and techning that would provide the sologonic knowledge and echilities, or six of more years' purchasing experience and a Sarkelor's degree with major course would in business administration of a related field. There years a faulthistation or of unpersion's reportationy equiped.

Hose years at continuous et es supervisor responsion proportion; possible products.

Possession ol, ur sistility to chalas, an appropriate, valid Antona direct increas. Possession il, or nicitity to chalas, pocuronent menages certification, i.e., Certificed Procurement Manages (E-MA), from National Annapation of Procurement Manages (MA) antivo Certificed Public Parchasing Officin (C.P.P.O.) from the National Institute of Contracted Purchasing NIGPs.

STARTING ANNIIAI SALARY: \$36,561 STATTING ANNUAL SALVETT 194,305 Review of applicaliser will commerce on Jenuary 27, 1991 and will continue until the position is filled. To be considered, everyotited Pima Continuity Collega application, at the sunst, smollish transcripts and the varants of three current references must be subsidiated ted. fallum to complete the application requirements will result in elimination at sandida-sy. All official documents must be submitted to:

PIMA COUNTY COMMUNITY COLLEGE DISTRICT Employment/fruman Resources P. O. Box 3010 Tucson, AZ 83703-0010 (602) 684-6624

Pima Community College is committed to multi-cultural diversity and is an equal opportu-nity, affirmative action employer. Women, inhochites and other projected slasses are encouraged to apply.

encourage for softi
Case is intermedical Relations [8] Started [1] Case [

Director of Minority **Student Services** The Johns Hopkins University

The John Individual is a Tart Pickurs of Ministry Student Services of the Ser

The Johns Hopkine University
34th and Charles Sea.
Balinmom, MIT 21218
Attn: Carolysi 13. Gaskins
146 Garland Hall
AA/EOR

Excellent benefits including in end health insurance, and dentet and tuition plans for eraff member, a pouse and depandent children.



PENNSTATE

University Park

Campus

DIRECTOR, FACILITIES

RESOURCES OFFICE

OF PHYSICAL PLANT

Vocability and the beautiful management and abstractions of the least littles Resources of the University Part Compution and the least littles Resources of the Control power to the Sate College one, for providing staff support to the Sate College one, for providing staff support to the Sate College one, for providing staff support to the Sachines control property of the satisfication of special budgets for encouring project and level to recent Inactioning of the Physical Plant Property Leek, Reports Rackeley's degree, or remorphism groups the satisfication of the Report Part of the Resource of the Part of the Report Part of the Resource of the Part of the Part of the Resource of the Part of th

The University Park Campua of The Pennsylvania State University is located in State College, Pennsylvania, the gaugraphic cunter of the state. State College in a rural comme of approximately 65,000, whith newy driving thetance of the major metropolitan and cultural centers of the East.

Pern State offers a competitive solary and benefits package which includes liberal vacation, excellent insurance, state or TIAA/CRFF mirement options and educational privileges.

Send letter of application, resume and salary requirements to

Employment Division

Inh #6".1009 120 South Burrowes Street

University Park, PA 16801

Applicative Deedline: Junuary 18, 1992

DIRECTOR OF ADMISSIONS

Senreli Re-opened

Genhiral Callege, hasted in Ushindeld, Wennut is a small propre-sive, illustrated to Islandeld, Wennut is a small propre-sive. Illustrated Institution. We are there Inner hard Beckner Montge-nition (Fiving Coldada Illus Invest Inner Leibert in Coldada Illus Invest to Intelligent Coldada Illus Investigation Index Intelligent Index propressive and the Intelligent Intelligent

Omithizations. An interest is progressive education, understanding of Omithizations An interest in progressive education, understanding of relief interpolation of the progressive education of relief interest education of the control of squirod. Progressional is driver of application, downer, and amended-plants unplayer of three relevances to Associate Dean for Administra-tion, Gorbana College, Plantick I, VI 18637.

GODDARD COLLEGE

An Affirmative Action/Figural Opportunity Employer Women and Minorities Encouraged To Apply

THE UNIVERSITY OF **SOUTH FLORIDA**

THE UNIVERSITY. USF is the second largest in time universities in the field University System of Frenda (SUS). The central Tamps Campus, and regional compasses at St. Feerbargs, Sarasala, Int Meyers, and regional compasses at St. Feerbargs, Garasala, Int Meyers, and Lichained laws a considered a mediment of user 32,000 indents. Tamps and Lichained laws a considered a mediment of user 32,000 indents. Tamps These groups are searchest of colocivity benging units. Tamps Campa Liberty holdings include river 800,000 volumes and 4,500 periodical little, a Federal and Siste document depository, and posit colocities and fine position of the colored states of the colored positions of the colored states of

and archives. The Library participates in an SUS-wide online catalog and archives. The Library participates in an SUS-wide online catalog Application-forminations are invited on the individual special speci

Minimum of \$3,000 in equitable and based on qualifications and professional appearance.

ASSISTANT DIRECTOR FOR AUTOMATION AND TECHNICAL situation of the professional expeditional professional expeditional professional expeditional professional expeditional professional expeditional professional expeditional professional professional expeditional expeditional professional expeditional professional expeditional expedit

mount of participation in professional region in Accas newtonament. A creative activity. Salary Minimum of 804,000 is negotioned and sector of participation in professional experience. The salary Minimum of 804,000 is negotion and participational experience. The salary many control of the salary control of

stonal experience. BENEFITS are non-tenure carning faculty, and are myo-senited by the faculty collective bargaining anit. Assistant Directors are out of unit. Ywenty-two days' vacation, and thirteen days' sick leave acrus annually. TIAACREF or other cettrement options, small insur-nce benefits available.

ante centents avanane.

TO AFPLY, Sand Letter of application or nomination, recent resumé and names, addresses, and telephone numbers of three professional references by March 1, 1992 to 1; tealle Higdon, University of South Forde, Tampa Campus Library, LIB 122, 4202 S. Fowler Avanue, Tampa, Florida, 43620-8460.

STLAWRENCE

Admissions.

Associalo Director Applicants should have 2-4 years of work experience in orderstons, development, or other related positions in dependencester. Prefessional willing and interpressed communication skills are required, as well as excellent constitutional skills. The sanddard selected for list positions will gratespace in all phases of the sand programs with a second program service, involvement with several university departments and programs services, involvement with several university departments and programs services as unimal universities, various promised in student volunteer groups, how guides and university ambessadors will also be part of the job improvibility.

part of the John mapous-billty.

The Associate Director will lirated unproximately 6 weeks sharing the spring and 2 weeks during the fail. Extensive larvel, crossing und a weekend office, hours should be superful extend. Committee of the states of Director Applicants should have 1-2 years was expensive to provide fails our public middow-maked shall. Professionals within the state of the states of the Assistant Director lands of the states of the Assistant Director lands of the states of

lise of enrollment at the University. The staff of shatted Directors travels approximately 8-10 weeks during the foll and approximately 8-8 weeks in the spring, Extensive tweet, evening and weekend hours should the expected. So the position report directly to the Dean of Admissions and Finencial Add. Componisation is competitive to university administrative transdunds. Application are view begins immediately and will continue until position in faller. Please forward there of interest and refame for:

Joel Wincowski
Dean of Admissions & Financial Ald
Vilas Holl
St. Lawrence University
Centure, NY 13617

St. Lowence is a privile, nondinominational, coedicational, residential libered ant university with apprentimely 2,000 students and 200 features may 200 students and 200 features may 2,000 students and 200 features for the control of the control

UNIVERSITY OF HAWAII AT MANOA

Colleges of Arts & Sciences, Student Academic Services

Colleges of Arts & Sciences, Student Academic Services

I. HECANEST, Iring posterous below: 1 cross to pure season to pure or control Mental 1 in the control of the contro

stille, soud stood he wise to jake in the gercoll Missission ille of Landstoon Orket.

The Complete is for the speez presented by the complete in the complete in the first agent personnel.

The complete is for the speez presented by the complete in the

Improved the control of the control

Review of applications will begin early February, Women and intomities are emmanaged to apply.

Smith College

BULLETIN BOARD: Positions available

Director of Libraries

Smith College has begun to search for a Director of Libraries who must exercise a combination of imaginative vision and managerial skills to guide the Smith libraries into the twenty-first century. Reporting to the Dean of the Faculty, the Director supervises nineteen profession and fifty support staff and acts as the libraries' representative and advocate with the faculty, students and College administration. We invite nominations and applications for this position.

Founded in 1871, Smith is a distinguished women's liberal arts college of 270 faculty and more than 2700 undergraduates, with a large population of international and non-traditional aged students. The College offers 30 majors, plus interdisciplinary programs, all within an open curriculum. There are 325 women and men studying in master's and doctoral programs in the School for Social Work, as well as 130 students enrolled in other graduate programs. A one million volume collection is housed in a large central library and three branch libraries for the sciences. performing arts, and fine arts. The branch libraries serve nearly half the college community. The Sophia Smith Collection, an international women's history archives, and the Rare Book Room, an outstanding rare book collection, are unique in their commitment to teaching undergraduates while also serving other scholars. The College Archives and the Nonprint Resources Center provide a high level of undergraduate teaching support as well. All of the library's programs are encouraged and supported by an active, long-established friends of the library organization. Located in the Pioneer Valley of western Massachusetts, Smith is a member of the Five College consortium, which maintains a shared online catalog and a union list of serials, and offers n forum for discussion of mutual concerns among the library directors.

Requirements for this position include a master's degree in library science from an ALA-accredited iostitutioo, with additional advanced degree(s) preferred. We seek a Director with a record of progressively responsible administrative experience in an academic or research library, including demonstrated skills in setting priorities and long-range goals, marshalling resources, and motivating staff. The successful candidate will demonstrate strong and creative leadership; familiarity with computing systems and emerging technologies; an active interest in collection development issues; imagination and the capacity to establish collegial relations with the faculty; the ability to work effectively with staff, students, and other constituencies in a period of reorganization; a demonstrated commitment to promoting open access to information; and a record of professional accomplishment.

The position of Director of Libraries carries faculty status at the rank of professor. Salnry is competitive and commensurate with experience and qualifications. Review of nominations and applications will begin on Feb. 1, 1992, and will continue until the position is filled. Send leller of nomination or letter of opplication, including resume and at least three references, io: Kiki Smith, Chair, Search Committee, Office of Human Resources, Saith College, Box 500, Northampton, MA 61063. SMITH COLLEGE IS AN AFFIRMATIVE ACTION/ EQUAL OPPORTUNITY INSTITUTION. MINORITIES AND WOMEN ENCOURAGED



Virginia Polytechnic Institute and State University

Virginia Polytechnic Institute and State University (Virginia Tech) invites nominations and expressions of interest for two senior appointments: Director of Continuing Education, and Director of Marketing for Continuing Education.

Virginie Tech is a land-grant university with an enrollment of over 23,000 erudens, a faculty of approximately 1600, en ensuel budget of \$400 million, and an annual research program exceeding \$100 million. The University to located in Blacksburg, some forty miles southwest of Rosnoke, in the Appalechian Moun-

Virginie Tech has made e substantial commitment to exrengthening and broadregime to continuing education ectivity in terms of functions and disciplines in which programs are offered. It is anticipated thet tultion tevenues from continuing education programs will increase four fold in the next three to five years. In ing education programs will increase four fold in the next trize to rive years. In sidilition to the current on-crapps 170-room Densikton Brown Center for Con-tinuing Education, and three other sites across the Commonwealth of Virginis, the continuing education program will be enhanced by a new 300-room confer-ence canter/hotel complex being developed in Roanoke.

Director of Continuing Education

Direction of Continuing Education will esport to the Vice President for Public Service and be accountable for an organization of 125 individuals. The Director will be the attractic lasder in the development, expansion and management of continuing education programs offered by schools and colleges throughout the Univenity. This person will work closely with the scadentic desain in the identification and creetion of courses that will address the educational needs of a diverse constituency. The Director should have en undestanding of, and appreciation for, higher education. One should have en undestanding of, and appreciation end training from having designed and delivered programs. One should be energetic, only problem solving and have superior communication skills.

Director of Marketing for Continuing Education

Director of Marketing for Continuing Bactacation.

The Director of Marketing for Continuing Bactacation will be responsible for the development of the marketing plan for the new hotel/conference center, as well as the current conference center on campus. This individual will work closely with on-campus faculty members in the identification of organizations that may have an interset in holding meetings at any of the Virginis Tech facilities. This person will be the senior marketness in the development of continuing education and economic developments programs to business, inclusive, government, educational and professional associations. This person will thewise work closely with memagens of the conference facilities in monitoring projected occupancy nate, participant enrollments, and market trends. The individual selected for this spopinsment should here are ecomplished record of marketing auccess from the perspective of a successful conference centers, resort, hotel complex or other continuing education program in higher education. ing education program in higher education.

All correspondence should be directed, in confidence, to the University's executive search consultants

Jerry H. Baker Schwyler, Frye & Baker, Inc. 5600 Glenridge Drive, N.E. Glenridge Centre East, Suite 225, Atlanta, GA 30342 Virginia Tech is an equal opportunity, affirmative action employer



Shawnee State University Portsmouth Objo 45662

CONTROLLER

Shrwase State University invites opplications for the position of Controller. This position reports to the VP of Susiessa Affatz and hos direct authority over all accounting operations and the Suszer of thes. The Costroller is responsible for overseeing all invatidation amongments reporting, and intellesting oppropriate incommendation and instituting opportate its incommendation and instituting opportate its incommendation and instituting opportate its continuing or book and oppositions, are confined in the state of the

Minimum depre requirement in a Bochalor's degree with astensive experience, preferred degree is MBA endor CPA with five to seven however the seven that the control of the

Solary range for this position is from \$35, 150 to \$55,289, Applications must include or latter of opplication, a résumé and the source, addresses and phone numbers of three releaseces. Applications will be accepted until the position is filled. To appy, send information requested to: Debby Johnson, Assistant Director of Personnel, 940 Second St., Portsmouth, Ohio 45882.

SSU is an equal opportunity amployer.

Shownes State seeks staff who share our commitment to eladents as our first patently.

COUNSELING CENTER PSYCHOLOGIST COLLEGE OF WILLIAM & MARY

DEVELOPMENT OFFICER

The University of Arizona is techlique arcprefenced Developmen Officer to direct fund-mining activities for the College of Education Qualifications include the billion of servicely Incornic Programs for land mining, residuated the billion of servicely Incornic programs for land mining, residuated the control of the College of Education Qualifications and compensations agod version and universation of the control of the College of the University's role within the reflectation community, which includes abodies, community colleges, and detectional sectorities, Bergerian and Compensation of the College of the University's role within the reflectation community, which includes abodies, from mining the College of Education and Experiment. The mirror of applications will begin belowing 1, 1922, and compensation of College of Education, College of Education, College of Education, College and Education 1, 1922, and and the College of Education, College and Education 1, 1922, and 1





Clemson University

Clemeon University is a land-grant, abde-gashated University fully necessities of Colleges and Schools. The university is currently seving improximately 1800 attacks in the sullages. Clameon University is tented in the book of the Colleges of the College

Assistant Hirector of Residential Life/Programming

Assistant Ultractor of Residential Lifed Teagramming:
The Assistant Director of Residential Lifed Teagramming is one of three assistant directors reporting to the Associal Director of Residential Lifed Teagram. Through ea staff of graduate standards and a charical support early, the Assistant Director of Residential Lifed Teagramming trowing as mainter train an aid freedom for the large formula provides a similar train and infection for the large formula provides as mainter train and infection for the large formula of the Company of the Com

resumans usuand on the Wallfords mottal, Qualifications, Muster's dyroc in Student Personnol Seevice or related fluid; or eny equivelent combinal iun of aducation, train-ing, and objectionee lone; your profurual. The ideal candidate will love domonate to oxperies in the realization if to progress mer-ers mentilent, one liverities communitation, and pursonnel man-ers mentilent.

agement.
Salary: Sleto my grede is 31 will n minimum sniery of \$22,100.
Slacting salary nope liels within State guidelines.
Norman Henskapplentiene All latters of nontamions and interest socious no later time Journary 27, 1922. Application should need a normal plan and the uname, addresses, and phone numbers of these relations as Starting shot is uggestable.

Apply to: Clemaon University Raceuitmont and Employee Services Attention: Mr. Phillip A. Hownyd 106 University Square Clamson, SC 20534-8337

Area Coordinator

The Area Coordinator is one of four full time, live-on, profordand staff mombers ruperting to the Associate Director of Escalabilitat formers ruperting to the Associate Director of Escalabilitat Gent Assignate, a full-time recopplinate, as at surface described, las Area Coordinator is responsible for a reoldential area of 500-time of the Coordinator is responsible for a reoldential area of 500-time of the Coordinator is responsible for a reoldential area of 500-time of the Coordinator is the prison ball to experience of 500-time of the Coordinator is the prison ball to experience of 500-time of the Coordinator is the prison ball to the Coordinator is the Coordinator in the Coordinator in the Coordinator is the Coordinator in the Coordinator in the Coordinator is the Coordinator in the Coordinator in

ty, Qualifications: Bachalor's Dogres in Student Personnel Services or robated Suld (Minter's powferred); or equivalent combinetion of undergraduo education, training, and experience. Sefary: State pay greate to 28 with e-minimum setary of \$20,048. Starting retary is negotieble within State guidelines.

Starting setary is nagotlable within State guidelines.

Nonemitton/Applications All latters of nomination and interest should include the setaron of the setaron and interest and the setaron and the setaron

Clemens University is on equal opportunity, affirmative sction employer.

BA Completion Program Director Seattle Campus

Antioch University Seattle Norman spellerulens for the leadership of an Uncommon aduk BA complision program. This program is conceived as twil elementaristic residuous and the second conceived as well alternative to residuous and the second conceived as well alternative to residuous and the second conceived as well as the second conceived a

Uneary Asian Studies Liberaton (Sances becomes the Control Towns of the Liberaton (I be Control Towns of the Control Towns of th

THE UNIVERSITY OF TEXAS Southwestern Medical Center AT DALLAS MANAGER OF

THE TREE PROPERTY AND THE PROPERTY AND THE PROPERTY OF THE PRO

GRANTS ACCOUNTING The University of Texas Sauthwestern Medical Center at Dallas has an excelent opportunity for an experienced professional to manage the Canatis Accounting Office which is responsible for the post-award activity of gifts grants and cuntracts from private and governmental entitles. The solicited individual will observe the recording of avords, monitoring of reduciging and expenditure transactions, and limited apporting to granton, as well as participating in the interpretation deserved metricipation and university policies.

and processes. Qualified candidates must postess a bachelor's degree with a ninimum of 24 hours in accounting contravol, imaster's degree under CPA preferred, lengtherements along the CPA preferred, included 5.7 years (presentedly) reproceded the presence of the contract of the CPA preferred, and the contract of the

Please send rosumés to: U.T. Southwestern, Accounting Administration, \$323 Harry Hines Olvd., Dallas, TX 75233-9029.

Equal Opportunity, Affirmative Action Employer We offer a non-smoking work environment.



Assistant Director of Law Admissions Search Reopened

Western New Fragand Collage School of Law Indeas applications for the position of Asstated Director of Admissions. The Asstated Director conditionate and another of Asstated Director of Admissions. The Asstated Director conditionate and accommodate accommodate and accommodate accommodate and accommodate accommodate and accommodate accommoda

Western New England College is An Equal Opportunity Employer.

DIRECTOR RAD/HAZ MAT TECH PROGRAM

Non-tenured Irack faculty position available—rack open. Now Market State University of Carlotte and the NASU Engineering Technology Frozens have on opening for Directs, it indirective Technology Frozens have on opening for Directs, it indirective Carlotte and Carlo

tions provined by Moreix 2, 1902 will recarble the conditionium. Priliments Interthe the conditionium. Priliments Interthe the conditionium. Priliments InterTexas. Spel hatter of speciation, and second in the conditionium of the condition

SEARCH EXTENDED ASSOCIATE DIRECTOR FOR PUBLIC SERVICES

Thomas Jefferson University Scott Memorial Library

Soul Memurial Library seeks a scalar level transper to provide public services that user the infamunian necks of its users, Individual carriers that user the infamunian necks of its users, Individual carriers and individual necks of its users, Individual carriers and individual necks of its users, Individual carriers and individual necks of the interpretation, Individual Photocopy Services. Service while them you manipute that the individual process of the interpretation of the i

Thomas Jefferson University is an acadeunic health-conterconstant of a medical college, college of effloat health science, college of graduants under an inospital. Lenced in centure Plaidelphia, a graduant suddes an inospital. Lenced in centure Plaidelphia, a grovides information services to all allivitions of frontial Library provides information services to all allivitions of frontial Library hrough a fully sentoned system. The Library is safed by 17 professionals and 26 sechnicions and has on namuol operating budget of approximacity 25.5 million.

The University offers an excellent flexible benefits package including TIAA/CREF and 100% tuition reimbursement. Qualified applionts may send resume to:



Thomas Jefferson University

Edword W. Towyce, Director Scott Memorial Library Thomas Jefferson University 1020 Wninut Street Philindelphia, PA 19107-5587

DIRECTOR OF STUDENT ACTIVITIES **UPPER IOWA UNIVERSITY**

Upper lows, a private, four year university located in Fayella, lows, invites applications for the position of Director of Student Activities.

invites explications for this position of Directur of Stocian (Admilliss. The University is sorting an unitarisation, creative, subdem-deniated protessinned who is satis to robit to a shallowing, subdem-deniated protessinned who is satis to robit to a shallowing, subdires, program of the protessing representation of the protessi

conco ol unintegrafulus immulariii pia igurimma:

SALARY Highly cunis pumpittile, na in a minusususisto witi caperianco.

APPLICATION PROCEDURE: Beromining will imagin armany, 1982, and
confilmo untill impunsition is lilled. Than signoclesi alamining date in regliable, but an laier ilian Mirica, 1902. Semia loider of application, asame, on di inco collecto of precimionalismo campingo with integration
ammobra sio Oranico Charletto, Victo Prenidenti for Sudanti Rovieta,

Upper lower University, P.D. Bot, 1057, Fregatius, 1821-22. An AROST.

RESEARCH ASSOCIATE

A retearth assortant protuiners available for a qualified individual to usely the use of replication deferitive visual vectors in give transive. The candidate must have braid agental experience in animentals behinding, epecific expense in advise-stockard vious generics, and Ladity with specialized coloure eperant including armylory, and return you seem refl. Californial papierant who have obtained a Pin. 13 degree should send currentom vitar and own huserful

BULLETIN BOARD: Positions available

TEST DEVELOPER

Test Development-Natural Sciences Term Of Contract

Educational Testing Service, the netion's leading educational and measurement organization, seeks are education professional to research, develop and critically review natural science tests, especially in biology.

Specific responsibilities will include performing all procedural steps related to the test development process, including writing test questions, reviewing questions written by collasques end analyzing overall test content for clerity, ecourtey and potential overlapping of content. Diverse duties will range ecross the entire test development life overlapping of content. Diverse duties will range ecross the entire test development life overlapping of content. Diverse duties will range ecross the entire test development life. Additionally, you will assist senior stall in coordinating program/project solvities, including properties proposale, cost estimates, planning memes and related surveys and studies, especially induce releted to teacher performance essessment in the science disserroom and falloopatory.

Position requires a Masier's degraa in the Natural Sciences (or the equivalent combination of education and experience), plus at least 4 years related exparience in teaching and/or testing. A background in measurement and statistics is highly destrable. Strong analytical and interpersonal skills are a must.

ETS offers a stimulating environment for growth and achievement, plus outstanding benefits and salary commensurate with experience. This is a life of contract position. For confidential consideration, please send your resume, complete with salary requirements, to: Mr. Salvetore Sourato, Dept CH 1/6

EDUCATIONAL TESTING SERVICE Rosedale Road, Princeton NJ 08541

Equal Opportunity Employer
Women and Minorities Are Encouraged To Apply





PENNSTATE



College of Medicine • University Hospital
The Milton S. Hershey Medical Center

DIRECTOR OF ORGANIZATION DEVELOPMENT

Hershey Medical Center of The Pennsylvania State University is seeking an individual to become the Director of Organization Development for the Medical Center,

The responsibilities of this newly-created position will be: to develop and oversee an organization development program to improve both the quality of service delivered to internal and external groups and the work culture at the Medical Center; to evaluate training and development needs of employees and develop programs to meet these needs; to act as a consultant in the design of orientation, recognition, and incentive programs that reinforce the service mission; to act as a facilitator to assist groups at all levels in clarifying goals, improving interpersonal processes, and overcoming resistances to change; to conduct research in the area of organizational changes and resistances to change; and to participate in departmental leaching, curricular, and student advising matters as a faculty member in a clinical department.

A doctoral degree, a record of scademic accomplishments and five years of experience in organization development in a complex organization are required. Responsibility for an organization development program in an academic health science center and experience as a faculty member in

A competitive salary and excellent fringe benefit package is offered, which includes 75% tuition reduction at Penn State University for employee and dependants, medical/dental/vision insurances, a choice of employer/employee contributory pension programs and on-site day care and funess center facilities.

Send a letter describing your interest in the position and a curriculum vitae to;

Charles W. Tandy Chairman, Director of Organization Development Search Committee Hershey Medical Center P.O. Box 850 - Drawer - CHE Hershey, PA 17033

An Affirmative Action/Equal Opportunity Employee, Women and Minorities Encouraged to Apply.

NEW ENGLAND ASSOCIATION OF SCHOOLS AND COLLEGES, INC.

Applicatione are invited for the position of thecommission on Vocational, Tertaient, Career Inell attents

Bullet: Direct the waitint line execution in ugasm for CVPCI in the accountry selmed level and for herbited, varons ligher when-lion half tutlens; work with the Facenties InterfereDED on mat-ters reliating to the Association in a value.

Qualifications: Uraingta degree in which contains the teaching and administrative experience; significant prior involvement in svelustion and accreditation work.

Starting dots: Detailor 1, 1992 Salary: Association senio leiminotitivol Procedure: Submit luttur of npplication with viln and three refar-ances (including thiephora numbers) lo:

o'o Illehraf J. Brodley, Excellive litrocine (ED) Now England Association of Schools and Colleges, Inc. The Sanboen House, 16 High Street Windowster, MA 0.1890.

Closing Dale: March 1, 1992

American Council of Learned Societies PROJECT DIRECTOR

The American Countries of Language Contribution in Countries Count

Douglan Greenberg American Cauncil of Learned Societien 228 Eant 45th Street New York, NY 10017 FAX: 212-999-8658



RHODE ISLAND SCHOOL OF DESIGN REGISTRAR SEARCH

The tegister is recommissed for the planning and administration of those tegister is recommissed for the planning and administration of those tegisters related to indust a colorist coordinate promotion of the planning between the planning tegisters and an an approximation of research, sederate (bushless management and long-range planning, Master's deper preferred. Bushless's 1848 planning to the planning tegisters and the planning tegisters and the planning tegisters and tegisters and staff supervision. Sobiett is letter of application and staff supervision.

Second position filled surpas or numeror.

Letter of supplication about dischores extraction of supplication should dischore extraction of supplication about dischores extraction of supplication and surpassion of the supplication of the sup

the principal mix these Versical sections are also as a second of the control of

PHYSICAL PLANT ADMINISTRATOR University of California, Santa Cruz

The University of Colifornia, Stan, Can in revising a Physic of Yout Administrator to prospec the physical saving of a dynamic and prompts crimes. Happening up the Acceptance of the physical saving of a dynamic and prompts crimes. Happening up the Acceptance of th

DIRECTOR OF RESIDENCE LIFE

Franklith Pierce College, a four-year liberal arts, residential college set in the beautiful Monadouck region of southern New Hampshire, seeks, for it stocal as Director of Residence tills with well loth the student afain staff in developing a rasidantial program which supports a collaborative academic and social curriculum.

Qualifications Include a Master's degree in student development, or related area, and at least 3-5 years' experience managing a comprehensive residence life program.

Pleasa send latter of application, résumé and names and phone numbere of three current references to tha Director of Personnal, Franklin Pierca College, P. D. Box 60, Rindge, NH 03461-0060.



Frenklin Pierca College is an equal appointunity employer. The solively seaking sublished woman and minority applicants.

theory Reference Libersian, Provider securities of the Control of



Communications Menager

Fruity 2000 Project

Founded in 1900, the College Beart is n national negretation-bertip association of more than 2.800 colleges and un-versibles, secondary schools, wystems of higher and secondary education, and adventions are spaced.

entreation, and advantagement associations and agraciation. The College Done's Epully 2000 "Project is a retisted enterpain to improve the backdown of education for price and enterplied to improve the backdown of education for price and enterplied and education. The Commissional Conference of the Country 2000 Project in the Commission and works in commission and the Project of the Equity 2000 Project on develop, recommended and implement as appearance of the Country 2000 Project on the Country 2000 P

The candidate for this possion will have a bachelor's degree

The candidato for the possion will have a backsior's depta minimum, maesor preserved cultaining operationated seals in managing and completely complex projects; knowledge, experience in developing and completely complex projects; knowledge, experience and preserved used to seal association; experience in developing and cutturing special severia and in painting and association concentration of a second project of the second association and in painting completes and control concentration and second project of the second association in medic, and inconsiderate and control of the second project of the second proj

The Collago Board la dedicated to the principle of equal

opportunity, and its programs, services, and employment policies are guided by that principle

STATE COLLEGE AND UNIVERSITY SYSTEMS OF WEST VIRGINIA

DIRECTOR OF FINANCE

AND FACILITIES

(Chief Fiscal Officer)

POSITION: The Director of Emance and Locifithes is a member of the serior solid of the Central Office of the State Crifings and Interesting Systems of West Nightla which provides administration support everyers in the generality boards and Characellium of these two systems of paths higher education. The Systems Indiging the Systems Indiging the State under the Systems Indiging the State under the Systems Indiging the State under the State under the central field the State under the State under the Contract of the State under the State u

Systems (Irchie Santere unshintime consulting aftens) (IQLIE) students. The Direct for of Haras or all fasility the primary responsibles by all high payes for four is severely stab-docal human all management and lacily attributed on the Order. The positions overers as all attents is positive to great studies, and the other of the position of the po

the press.

QUALITICATIONS: I steriose knowledge tal lugher reina attaut inaute and in little planting and management shoung magamatansal, analytical, and in little planting and management shoung magamatansal, analytical and communication will care research. Relevant lidgers evident evident experience for requirement, with respective the at-higher exhibition system levely deviable for experience, with respective the attack of the state of the

SALARY AND BENEFITS: Competitive value with attractive benefits pack-

oge.
APPELCATION PROCEDURES: Carcialeration of rareledstes will begin on February 1, 1992. For arbitronal information, call 1864; 168-208. A leiter of interest and with a htt Alagaret V. Rulmonn, Avolant Ductor of Higher Education Proconcel, Central Oliter, State Cribpor and University spiems, 2010 Kannash disubevant, Eds. State 270; Edsechou, West Virginal 25201.

AN EO/AA EMPLOYER

Ma. Rosemaria McGrath Executive Director of Human Resources
The College Board
45 Columbus Avanue

before January 31, 1992, to:

MICHIGAN STATE UNIVERSITY

Michan State is seeking on experienced ans administrator to manage two portion man releasibles, the Winstein Center for Perfaming Arts and like Auditorium Budling. Each bettly consume two involves and associated support campus and in the mid-Michagus region and in a sportfalle for policy decisions efficiently addressed in the properties of a mid-Michagus region and in a sportfalle for policy decisions efficiently addressed to the properties of a mid-Michagus region and in a sportfalle for policy decisions efficiently addressed to the properties of the properties o

Context Anatomy Council and oventheses. The Detector lass lades responsibility for a budget of approximately \$3.5 mil-lion, which includes all four theselors, their operations, and the valuing states area. The responsibility also includes developing out of providing leadership to seeking non-university innancial support for the anti and its programs. The Detector in responsibility for bodings in their of the Whatenian Center Council Series The Detector is also responsible for supervising poles-tical and the series of the Council Series and the series of the Council and the Council Series and the Series Series and the Series Series and the Series Series and the Series Series and Series and Series Ser

somes.

That Director reports to the Vice Provost for University Outreach, a division of the Provost 6 Office. That Vice Provost overnees Michigan State's elforts to contend the teaching, neserch, and provisional experted to the University and its lecality to that larger state-wide commanity. This Vice Provost inclinions, arrange other activities, off-campus instruction, the work of the Cooperative Estatesion Service, the Economic Development Ricourse Certier, as well as their provision of ante appetitences from plentimenting with Facilities and Provisional Service.

grants
The Director is expected to have a minimum of ten years' odministrative experience in a major performing arts anvironment. Il possible the candidate's enterer should reflect compatines of nor of the performing size dicaphies, with a contract of the performing size dicaphies, and the contract of the performing size dicaphies, and sources of the performing size dicaphies, and sources of antiversity that the end operations is essential, as well in a downcern out understanding of the tool of the presenter in a major university anxivonyment. The Director's doubtle understand the primary role of the scellies of the procedure of the primary role of the scellies of the primary role of the scellies and the performance of the primary role of the scellies of the primary role of the scellies of the primary role of the scellies are the performance. The Director doubtle performance is the performance of the scellies of the performance of the performance of the scellies of the performance of th

some arms. Computer sam are as oceanous, the State capital, is located approximately 90 minutes northwest of Detroit, and approximately 90 minutes northwest of Detroit, and approximately four hours from Chicago. Michigan State University is one of the leading public distillutions in the United States with a student population of 42,000.

Salary and compensation packages are commensurate with experience. The University wishes to fill the position by September 1, 1992. The search and screening committee will begin its review of materials or January 15, 1992. The committee will continue to accept applications until a list of linest condictors is chosen.

Michigan State encourages applications from women and minorities. Michigan State University is an Affirmative Action, Equal Opportunity Employer.

Please send letter of application, resume, and a list of not more than four PAFP Search

PAFP Search Robert L. Church Assistani Vice Provosi for University Outreach Room 422 Hannah Administration Building Michigan State University Eart Lansing, Michigan 48824-1046

HEAD OF CATALOGING GTU Library

The Greduate Theological Usion Laterary, serving one of the nation's reading theological Common's, has recoprated its search for Heed of Cachalog-tenden theological Common's, has recoprated its search for Heed of Cachalog-ten's and the Cachalogical Common's and the Cachalogical Common Com

theory is a price before coming a Liberatus trade conclusion for a localization of the control o services and the common and the comm

DIRECTOR OF THE GENERAL LIBRARY SYSTEM UNIVERSITY OF WISCONSIN-MADISON

The Director of the General Library System (GLS) is the choic occurity and manages of the system, which consists of IS compani Biraries, and of its largest Birary. the Monarcial Library, the Director of LSC is up interjudy representative and advice for the Chancellor and Pownet on university ideatry coordination and policy; a member of the Chancellor's Administrative Chancellor co-thaff of the campanished administrative Library planning bodgs and the patienty listons with other campanished administrative libraries and libraries strongly listons with other campanished administrative libraries strongly and the Libraries and libraries strongly listons with other campanished libraries and libraries strongly listons with other campanished libraries and libraries strongly listons with other campanished libraries and libraries strongly libraries and libraries strongly libraries and libraries

instance integlipment the timeterphy or variations of years and the first transfer from the first properties of the first prop

current sensi aleotrópicos.

The Director of Clos mus pourses demonstaled baderichip qualifies, a strong service orientation, and a presen record pla magnitul, histopresonal and administrative de la descripción de recordo de la descripción del descripción de la descripción

The position will be available I july 1992. Only applications received by 14 February 1992 can be considered. Submit applications and nominations to

Prolessor Valters Mollendorfs
Chair, Search and Screen Committee
University of Waspersin-Madison
134 Bascom Hall, 500 Lincoln Drive
Madison, Wisconsin 53706

The University of Wisconsis Addison was founded in 1869. It is one of the lergest land-grant universities in the United States, it has approximately 2,400 faculty, 5,000 professional and administrative steff, 9,000 classified employees, 43,600 students, and a badget of more than one billion dollars.

The University of Wisconst-Maddison is an Equal Opportunity, Affirmative Action Employer. Applications and membrations of wasters and extractiles are encouraged. Upon request, the university is required to release an undifferentiated fast of appli-cents and nontrives.

Director, Division of Information Systems NATIONAL SCIENCE FOUNDATION

The National Science Foundation INSP stake qualified appli-cially to serve at Direction Dividence of Information Systems (10%), control to serve at Direction Dividence of Information Systems (10%), the August of research and obscional programs. Diff, with a scaled for your 100 amplication and the August of the State of the August of the State of Section 10%, and application of the support program and administrative staff activities throughout application of the State Obscious Section 10%, and a support basis, with a safery range of ES 1 of ES4, currently \$1,000 to \$100,000. Application and have said in marging in \$1,000 to \$100,000. Application and have add in marging in the State Obscious Section 10%, and the State Obscious Section 10%, and the State Obscious Section 10% of the State Obscious Section 10% of the thesis of the State Obscious Section 10% of the State Obscious Section 10% of the thesis of the State Obscious Section 10% of the Sta

for a wins spectrum or users.
Applicants abould contact NSI's Executive Personnel and Dovalopmant Bearsh on 202-897-725 (hooring impaired individuals
may call TDO 209-897-720; to request Annouscement EP 91-14.
Applications must be received by January 25, 1992.

EQUAL OPPORTUNITY EMPLOYER

Westeyne College, Oysusboro, Kestucky 42302-1019. Review of applications begins AA/EOB.

Western College, Ormatonic, Seminary Americans, 1982. The College of the Seminary Americans and College of the College of the

blinary and hamiledge of site troops arrived seaturals. Near-phenofits flowly testing the site of site of the site

data varraism: TRANCREP: and enformedical horostal and detail immenter, and associated horizon horostal and detail immenter, and massitance with moving expense, Rast and statery commensusity with his growth and experience with a printense with a rich and lead and printense with a rich and lead to the control of the cont

Director of Student Life THE COLLEGE BOARD University of Colorado at Denver

RULLETIN BOARD: Positions available

University of Colorado at Dever wives replication and universities for the position of Director of Student Life. CU-Dever is a public, when communer manimum with a subset were subsidies of approximately one real-time, beared as the foot of George in the Astaciant Vice Chancellor for the Chancel of Chancellor for the Chancellor for the

sient von professord staff and sinders employer. Ere densinstiffigeniene Requirements: Mauer's degree in Student Person-der Administration, Fligher Education, Counseling, or related field, pint het verson experience in higher colectionshandum affairs administration. Bachder's degree in appropriate field, with few years appropriate experience in higher colectionshandum affairs sintentional rough evidenticity. Significant life most be demonstrated and should be un areas such as planning trudent activities, which in the contraction of the contraction of the contractionshand affairs and deep governments: developing turbers festeration primating, and working with facility to develope collaboration promotenily.

with finally to develop collaborative posture/hips: Preferred Qualitation and Shills: Double by the skills and abitive to work with a directic population for institution when the most and the contraction of the skills of the skills of the skills of the skills skill area should include francial innaugement, problem tolving, and a skill area should include francial innaugement, problem tolving, and a skill area should include francial innaugement, problem tolving, and a skill area should include francial innaugement, problem tolving, and a skill area should include francial innaugement, problem tolving, and a stemple, and a commitment to integrity to domentative companion and stemple, and a commitment to integrity, featily, the successful application that are appeared working within a rear gride a plant college or uncertainty.

77.

Application Procedure: Applicatus should submit a letter of interest determing their qualifications and relevant experience; a vist, and tamest and stadement of three confidences on the confidence of the confide Salary: Low to mid 830's.

This position will start on April 1, 1992 or as soon thereafter as is pustible, associated and administrative accuracy professional obligations.

given me candidate a corrent pronounting to congruence.
The University of Colocado at Denver is compitted to enhancing the diversity of its administration, faculty, and stati, and strongly encourages nona-nanous of and applications from women and members of eithir inhunty

DIRECTOR OF STUDENT DEVELOPMENT AND

LEADERSHIP PROGRAMS Colby-Sawyer, s ameli, independent, coeducational college located in the bestitiful Bartmouth-Lake Sunapse area of New Hampshire, is seeking an experienced student development professional.

Repetiols (see by U.S. Nove and World Report fol Its scademic reputation and poliormance, Cobly-Sawyer's scelling oducational environment is onhanced by the speakil quality of illo found in New London, a classic New England bown nationally accisimed by sophial-ciated, four season, sourity living.

Our ideal candidate will provide speakly and energetic leadership for student organizations and educational programs and will supervise subcent leadership hairing and apport. This position plays a stiffical role in devotable and adjusted the student leadership and apport. The position plays a stiffical role in devotable and student leadership and student leadership

Minimum qualifications includs a Massar's degree in student personnel or a related field plus 3-5 years appetince in a readential subcent development snvironment. Proven ability to develop creative programs and to work effectively with both undergraduate studential and other programs.

This position is currently open. Please send a latter of application, resume and the names of three references to: Director of Human Resources, Dept. CH, Colly-Sawyar College, New London, NH 03257. Wo will accept applications until the position is filled. Equal opportunity amplicys.

which releases a station, working hospitals and see a place of the pla

50

Coll

3

کے

U

married for the control of the contr

UNIVERSITY OF PITTSBURGH Director of the **University Library System**

University Library System

16. University of Pathegrh, users unamment and applicatures for the position of Director of the University of Directors of the University of Directors of Americal Intervents, an embers of the American of Americal Intervents, or the University of Directors of the Charleston of Herenth Charleston, the University of Pathegral Intervent of Ferenth University of Pathegral Intervent of Pathegra

- A dynamic view of the role of an academic regarch fibrary and the issues facing research librarisathy and higher columbin in general.

 Record of successful management in a complex behave ystem, as well as its achieving the condensation, compension, and resource sharing required in such an enviscoment.

 A philip to establish and maintain effective communications relationships with Bratery, said, foothly, adaptalisations, sudcess, and the excessful condensation of the property of the proper
- with any sy, sent, recomp, and a second process of the second control of the second cont

Salary is commensurate with experience. Nomeastions und/or applications, including current résuntés and references, should be submitted no later that March 15 to The Secretary. University Libusy Systems Director Search Committee, University of Puraburgh, 826 Cathedral of Learning, Pittsburgh, PALSO, Committee, University of Puraburgh, Barbard of Learning, Pittsburgh, PALSO, Paraburgh, PALSO, PA

The University of Presburgh is an Equal Opportunity, Affirmative Action

ASSISTANT DIRECTOR OF ADMISSIONS

This is a bill-lime, non-unit professional position reporting to the Direc-tor of Admissions. Will assist the Directors with the implementation of the Collega annolment and marketing plan. Responsibilities include market-ing; recruiting and evaluating applicants, admiriting and annolling a cultural-y otherse retudent population, and related dullers.

y unrese suscers populations and reserved course.

Qualifications include a material degree preferably in a Studant Services
field, counsework in counsaling required preprinter in reinflations and a student of the services of the services of the services of the services of the student of the services of the services of the services of the services of the student of the services o

Salary range: \$28,000 to \$34,000 per year.

Letter of Interest and résumé musi be postmarked by January 24, 1992.

Three professional refarences and official transcripts are required. Apply

Nancy Forguson Director of Human Resources Mount Wachusett Community College 444 Green Street Gardnas, MA 01440

An Affirmative Action, Equal Opportunity Employer which actively seaks to diversify its workforce. Minorities and females are encouraged to apply.

nere Dunn an ALA, terredited liberty related liberty and the control of beautiful liberty related liberty rela

ONE. Diesi O Queri mity. Allemanie de la maniera de la man

ments om ann in Estation, Neutration Col-puter, Schemer Tendencrine, Libertation Des division server industria gas finarity in the control of the control of the control of the control, and an analysis of the control of the control of the control of the control of the server of the control of the control of the server of the control of the control of the server of the control of the control of the server of the control of the control of the server of the control of the control of the server of the control of the control of the server of the control of the control of the land of the control of the control of the land of the control of the control of the land of the control of the control of the land of the control of the server of the control of the server of the control of the the control of the control of the control of the the control of the control of the control of the the control of the control of the control of the the control of the control of the control of the the control of the control of the control of the the control of the control of the control of the the control of the control of the control of the control of the tendence of the control of the control of the control of the tendence of the control of th

encoursed to apply.

Library Science and Technology Department Head, Duties involve providing selections and instances and information services, no electation and developing the collection, and particular to the collection and the particular to the charged with confident particular to partic

Smith College Director of Information Systems

Smith Callege invites applications and nominations for the posi-tion of Ofrecht of Information Systems. The Director provides tent of Oriecast at Information Systems. In Official Provides leadership in planning and Implantanting infocutation and communications technologies at the college, and is responsible for managing a recently lategrated department (including academic computing, administrative computing, and computs networks) with a staff of 30 professionals and budgets in excess of \$2 million. The Director reports directly to the President of the Cellege and is a member of the President's planning and policy group.

is a memorer of the Pressoners promining out priory group.

The college seeks a Director of Information Systems with a
demonstrated vision and understanding of the vital role of computing and communications in both the undergraduate curriculum
and the administration of a liberal arts college. The Director must
olso have proven leadership and management abilities, excellent written and oral communication skills, demonstrated profician-cy in managing multiple prinrities, and the ability to bulance the development and resource needs of a broad and varied range of academic and administrative constituencies.

assuement ann administrative constitutureus. Smith College agersskive in novancing its administrative and academic herdware and software systems, integnating computing into the curriculum, and moving toward a more lightly networked campus. The college libraries have entobacted us a samber of mittalives that require close conspection between information Systems used the libraries. The college is a member of NEARNet.

Candidates should have a minimum of 10 years of progressively responsible experience in information systems, including substa ital involvement in the monagement of a computing organization, preferably in an educational institution. They should have strong technical knowledge, especially in the area of networking, and technical knowledge, especially in the area of networking, and he familiar with the major operating environments used on campus (VMS, UNIX, PC-DOS, Mac-OS, and Natware). An advanaed degree is required; a Ph.D. is preferred.

vanaed degree is required; p. Ph.D. is preferred.
Applicants should submit a resume and a cover letter which in-clades a brief outline of the applicant's vision of the toto of In-terment on the property of the property of the receips of applications is Pobruary 15, 1992. Further infor-mation is souldado on request, Percease and all applications and impulses to Clinetes Stealin, Chaft, Search Committee, Smith College, Max 755, Northampton, MA 1995. As and firmative Action Equal Opportunity Institution. Minorales and women are ancouraged to populy.



COMMITTEE ON NATIONAL STATISTICS Study Directors/Research Associates

Study Directors/Research Associates
The NATIONAL RESEARCH COUNCIL is seeking Study Directors and Pescarch Associates for servicery shudes on how to be a seeking study of the seeking study of the seeking study of the seeking study of the seeking seeking seeking with a seeking seeking with seeking seeki

and seven other deconvenees in confinition government with a review in the first possible of the property of the first possible of the first possible



HUMBOLDT STATE UNIVERSITY Director of Plant Operations IA Non-Tenured Administrative Position)

Hamlodi, Sare University weeks a Director of Plant Operations, a particular distribution of the Director of Plant Operations, a particular distribution of the Director of Plant Severesce, and Immediate report of the Plant of t

diverse medicy are especially anousaged to apply.

REFONDRIFICHES

Alpir retroorablines inclub managing the pragatem, activities, personnel, before retroorablines inclub managing the pragatem, manitemence and regard planes, and physical restaurces of the special particular control of the control of the control of the capture properties of properties of planes properties of the capture properties of planes p

pround and land sequent review, and cannolad servers units. MINIMATING QUALIFICATIONS.

MINIMATING QUALIFICATIONS.

EXCRAINAGE, AND EDUCATION. Introduct Descripe in Engineering, and the programs of the programs with preference for advanced sequence, for several research of seconditions in the physical shared sequence, for several research of seconditions in the physical states of programs of the physical states of produce to the physical states of the physical plant.

In this produce the physical plant is provided as Alfantine Articoa, shift indicating the integrity of the physical plant.

turate with offication, experience and qualifications

Commentate with otticarine, experience and qualifications
APPLICATION
Intertried caminiates should provide a letter of upplication addressing the
minimum qualifications; a refunded; and transc, addresses and phone numbens of ar least three professionals familiar with the upplicar's qualifications.

Keñaeth I. Combs

Keñaeth I. Combs

Director of Physical Services
Humbokh State University

Areas, CA 95521-4947

(707) 826-111

Applications postmarked by February 28, 1992 will receive full consideration. Lare applications will be considered if the position is still variant. The projected etarting dete is Jone 15, 1992.

projected charung case is Jone 15, 1992.
An Affirmative Action, Equal Opportunity, Title 1X Employer. Applications from qualified sevene and minority condidates are particularly encouraged. Homebold State University birus only individuals lawfully authorized to work in the India State.

ILLINOIS STATE UNIVERSITY

Director Research and Training In Information Systems **Technology Laboratory**

A SYJAMO DISCORD WITH THE STATE OF THE STATE

Equat Opportunity, Affirmative Action Employes.

Dates Carlon [Brutten Incoln month, form that family registers, become the form that family registers, become the family registers, become the family registers, become the family registers and family registers. The family registers are registers and family family registers and famil

days vacation, oxeclent friam bandin, possibility of grangus (positing, Send resumble) for the of position and manus of three references of the position and manus of the position is filled. AA/ERO Employer.

issa in a AAGOR metajone. Losse in the Comment of t

Associate Program Director

West Virginia Experimental Program To Stimulate Competitive Research (WV EPSCoR)



The Sinte of West Virginia seeka applications for the position of Associale Program Director for the West Virginia Experimental Program to Stimulate Compatibles Research (WW ESP-CGRI. The purpose of this program is to develop laculty research respectibly the period republished to accountic development in the State.

Duties of the policy under contraction of the country of the PSP-Colf pro-pagar with rever local properties of the country of the PSP-Colf pro-gram with rever localized agentics and specific responsibility for transagement of the program under the contraction of the program with rever local programs, and, communication of the program under the programs, and, communication of the program of the programs, and communication of the program of the programs, and communication of the program of the programs of the programs, and communication of the program of the programs of the programs of the programs. The programs of the programs of

West Virginia University is an Allemative Action, Equal Opportunity Employer

Director of User Services NorthWestNet, Seattle

MortiMetaNet, or reporte, MSF-sponsered, communication enabled focusing on the counsiling and communication enabled of the research focusing on the counsiling and communication enabled of the research Director of Line (mutually, is seleting speciagns for the position of Director of Line (mutually, is seleting speciagns for the position of Line (mutually, in present and the country of Line (mutually, in present and the country of Line (mutually, in present communication, operation and selection programs developed collections) and control and country of the country of selection projects broken to the country of the

couraged to apply.

Your correspondence, including a letter of application, curriculum vitas, and a fac of three references, should be sent to Dan L. andicourage Committees Chain. North/NextNet. 15400 GE 50th Peters,

North/NextNet. 15400 GE 50th Peters,

15, 1982, and will continue undit the position is inlied.

An ALD Company of the Company of the

WITTENBERG UNIVERSITY Director of Athletics and Recreation

Wittenberg University is accepting applications and monitorium in the University is accepting applications and monitorium in the University of the Property of

Iringe benofits.

Qualifications include as least the Master's siescee in an appropriate felt expedience in coaching entire seaching in NCA Division ill abbet appeared of the properties of the

Wittenberg is a highly selective, one-elucational liberal arts and science university, related to the Evangolical Luthesen Cherch in America, it has a corrolment of approximately 2,300 students and is located in Springled.

Ohio.

The University actively excise applications from women and minoty on-distates. Applications should include a larrar of insects in the politics, curricular village, and the natural, additicates, and telephone among the reference c. Applications universities of the reference c. Applications universities of the self-energy 3.1, 1992 to Garry 9. Gallicid, Austient Provost Market Village 1, 100 and 120, 50 printingled, Ohio 4550.

Willonberg University is an equal opportunity, affirmative action employs:

Salary, and amplement on the descendant and office the control of berg. Meddener, Teamperstam 1995.

Sterpferferberg danseine Literatus
Artifityh, Menney John Christian
Artifityh Christia

19711-1-2 AND College Control of Calledon Control Cont

Linguistica: Tenerre-track province of helices of Professor level. Pt. D. in liarants; provinced; area of specialization open servinas, three interes of recommendation of a representative publication as Linguistics. Search Committee.

DIRECTOR

Institute of Puerto Rican and Latino Studies

The University of Connecticut seeks a distinguished po-bessional to be at in the establishment of an institute for herito Rivan attains. Stinites at its Morrs Campus. Responsibilities will be high setting up and implementing an agenda to pring ann and criniculum development. De-serves with artifacture of the properties of the properties of successivity another with the properties of the properties of actions beginning and an international fortiers and firm must preserve a PiDD in the social Sciences and the qualified for apportaneets at the sentine Gordy level. tion must piecess a PhD in the world Schemenson, qualitied her apparitment at the senten faculty and la-qualitied her apparitment at the senten faculty and la-kempostrated remainment to and exprisence in bean ficand affine Straffes and related shows are required, as is a shring record of a bularship and teaching in this feld. Administrative superform is essential. Review of applications will help intronediately and continue until the particular time of the sentence o Connecticut, Storrs, CT 06269-2098. AA/EOE. (Search #2/65



UNION COLLEGE DIRECTOR OF EDUCATIONAL STUDIES

EDUCATIONAL STUDIES

Direct teacher preparation programs at the undergradusie and graduate (MA.1 section and according school (grades 7.6 and graduate (MA.1 section and secti

Terry S. Weiner Associate Deen of Faculty Science & Engineering Building Union Collage Scheneciady, New York 12308

Affirmative Action, Equal Opportunity Empisyer.

MIT

NEWS OFFICE

Assistant Director, Science/Engineering News (ref. Jub No. A91-122)

Assistant Director, Public Relations (ref. Job No. A91-123)

The focus of both jobs is news media phone contact and

Requirements IA/IS; at least 5 years' experience in field. Maintain media rotatacts desirable. Excellent wife log and interpressonal skills. Send two copies of resume, cover letter and three writing samples or clipping index to specific job murbor) in: Manzero Wolfe, MIT Personnel Office, E 10-230, 77 Moss. Asse., Cambridge, MA O2 130-4307.

MIT is no Equal Opportunity/Affireative Action Employer.
MIT is now smoking a retromment.

Massachusetts Institute of Technology

tion. Qualifications: Powerful verbal end written takin; product degree in bations; public adminiprietor, organizational powerful production and production

ardy Emotoree.

Management: Linfeld Collinas techs a fellett from a mech faculty matcher for falforest from a mech faculty matcher for falforest from a mech faculty matcher for faltered and produced and the second and a part of the second and a measurement or a part of the second and a measurement or a second and a measurement of the second and a second for mechanic or part of the second and a consistent of the second and a second and a consistent of the second and a second and a consistent of the second and a second and a consistent of the second and a second and a consistent of the second and a second and a part of the second and a second and a second and a part of the second and a second and a second and a part of the second a

Management: The University of Leth-bridge, Faculty of Management has ful-line teour-track positions weighth in Marketing, Finance, Aboutism Manage-ineal and M.1-3. to begin July 1, 1924. A PB. R. or near completion of a Pt. R. in tra-quired, lo accordance with Cassafers man-gration Republicys, this advertisement and



California State University San Marcos

DIRECTOR

Campus Computing and Telecommunications

Reposing to the Academic Vice Presents, the Overcas will be responsible to the development, menagement and utilization of administrative and reaching the development, menagement and utilization of administrative and reaching the commission of the

Innes technologies

Confinities possessing a Maste's degree antion Ph. D. In a computer testated itself are delived. Experience planning and managing companing and informational protocological protocol

Applicants should send a letter of interest, a complete connection where, and names, addresses, telephone numbers and las numbers of three professional references to:

Chair, Search Committee
 Chair, Search Committee
 Director, Campus Compuling and Telecommunitrations
 California State University, San Marcos
 San Marcos, CA 92096-0001

To assure full consideration, materials should be neceived by February 17, 1992. Search will continue until the position is tilled. CSUSM is an Affirma-tive Action, Equal Opportunity Employer. Women and white minorities are encouraged to apply.



Associate Director of Law Library

The Westington Lithwesty in B. Louis, Prend Low Libery in sering conditions for the position of Associals Streets Responsibilities to Lichor the overlight of the influency days beginning to the control of the sering the control of the control of

Action. Equal Opportunity Employed-6 to: Professor Bernard D. Reams, ir. Professor al Law Elector. Law Librery Washington University Compus Box 1120 St Louis, MO 53130-1899

near residents of Cuesia The University sestion to him individuals who have described to the control of the con

gent troca fuedius.

Management Eciencu The School of Busiman of Missians College, a Horst Cardina
and Cardina Cardina
(Berd size college nasc
Charlotte, invites applications for a root
tool in Management School. Searchap will
see both arredusto (BEA) and underpraitool in the Cardina Cardina
and Development of Cardina
and Cardina
and Development of Cardina
Control Management, and Production Mangements, En. D. required, ASM will be cosidered, Sakry and read; seguitable, Indiviolati must be expositive of a Cardina

college environment. Position nvallehis Jero en August. IVI. Some envilousion, the manner, sold-rease, some envilousion, the manner, sold-rease, sod epines impropen pi intro engorgassa) to: Professor J. S. Kith. Committee. Shool of Sequence, Cheeres (No. 1917, Wingset Chilege, Wilcost, North Currollas 1917, Wingset to a become of the committee of the committee of the college of the committee of the college o

service Deve. Letteridge. Advisors. It is a proposed to the collection of the collec

Director for Computer and Communication Services

Mentor, Ohio

Lakeland is a fully secredited, comprehensive, state-assisted community college located 30 minutes from Cleveland on a compuse of 30 wooded acres and contemporary buildings. Our operating bridges for 1990-91 was in access of \$23 million. Enrallmen in credit courses for Fall, 1991, was R4941 students

Institute of the control of the cont

micro-computers ind peripherals, and user training. Required qualifier lines Bachelor's degree in information systems or other absorpt-sellated business meaagement discipline which included finiting allow systems carewards, technical coperiners which are considered to the composition of the composition of years' administrative-level responsibility (e.g., langs-jang plan-ing, budgeting, e.g., langs-jang plan-ing, budgeting, e.g., langs-jang plan-ring, budgeting, e.g., langs-jang plan-ring, budgeting, e.g., langs-jang plan-ring, specialized can an aggrant, and o'ro network decodipment.

ming, uporalisme nanagement, and/or network-development, preferred qualifications: Master's degree in information systems in a chasely-related business management disciplance, explained with voice and data communication networks; taillingly with DEC VAX landware and VAM Sopre ating 193 years 1811M-3300 certie hardware with DOS VSF organization yays systems; IIIM-3300 certies hardware with DOS VSF organization yays yays 1878 (Dog gramming) tangange and for MS / TOS microcomputer organization yaystem, and Gospelence with Novel and Ethernet (ANN).

system; and experience with never an an Eiterinet LANC.

We offer a competitive salary, a wealth at comprehensive, college-paid benefits and a mode-free work environment that encourages professional and personal creativity and growth. To apply, exb-mit a letter of nomination or application and current, detailed resume by February 3, 1992 to Human Resource Division.



7700 Clocklower Drive • Mentor, OH 44060-7694

REFERENCE/INFORMATION SERVICES LIBRARIAN

SERVICES LIBRARIAN

The College of Sisten Instinct of the City University of New York seeks candidates for the faculty position of Hefansone/shrometion Services Liberter, which seeks of Liberter, which services varieties to the seek of the seeks of the

Assistant/Associate Professor of Marketina, with: 19 a 28A or Ph.D. in Marketina from residually score delea university. 2 filteration of the control of the cation seeks an auxiliant/associale profusion of man commissions, september of prince profusion commissions, september of prince profusions and prince profusion and prince profusion and prince profusion in commissions and seeks of the prince of current in commissional acceptance of current in commissional acceptance of current in commissional acceptance of current production grantees within a commissional current production and commissional current profusion and commissional current commissional current conference and commissional current cu

Adjusted, Chiler, Adaptions (Fr. Albert, V. Chiler, V. Chile, V. Chiler, V. Chile, V. Chiler, V. Chile, V. Chiler, V. Chile, V. Chile, V. Chiler, V. Chiler, V. Chile, V. Chile, V. Chile, V. Chile, V

DIRECTOR OF PLANNING DIRECTOR OF PLANNING AND INSTITUTIONAL RESEARCH

Columbia University aseks an exceptional planer and analyst to direct that prejects of the Office of Planning and institutional Research, which repeats to the Associate Provincian Research and Planning. The position allords an opportunity is given because the property of the Columbia Columbia. The Office are well to deal with the Office and the Provincian Columbia Colum

University.

The Director designs and conducts in-depth studies of academ policy leaves and problems; provides information and saying support to the conductive studies and problems; provides information and saying support to the conductive studies analyses, and maintains uniternal and planning electric studies in a development of planning protocole for academic publics and protocole for academic protocole for academic protocole for academic protocole including the Trustees, the University Panning and Busines, including the Trustees, the University Panning store on Academic Protocole and State of Committee, and the Subcommittee on Academic Protocoles and analyzes and mostless relevant economic, demographic, and the statent lander.

extenat tende. Requirement: EA, degree. Master'a degree and/or 3 to 5 serviciated experience preferred. Superio quantitative, months and planning stilling, an opperclation of the estation between policy planning in higher education and the data used to support that the superior of the control of the superior of the control of the superior of the su

The position offers a competitive salery and excellent fringe benefits. Send tesumes by January 30, 1992, to: Mixela N. Trofin, Manager, Columbia University, Office of the Provost, Low Memorial Library, New York, NY 10027

Columbia University

Claremont/VcKenna College

DIRECTOR OF ALUMNI RELATIONS

The director is responsible for the development, pluming, and pupils and administration of directors process, and constitutes, with the position of the position of the position of the position of the constitute of the position of the constitute of the position of the po

Chromoson Me-Kernas College is a highly sedertive, patroire, liberal arts college with requisation is pattler althoris and economies. It is one of the five meaning the partitioner that with the "Libermant Good of Schual comprise" in Merchant Colleges. Hereber of application be-gins introducely and "Merchant Colleges. Hereber of application for AMEED regulary experiments and the perchina is hilled, CARG to an AMEED regular to the college of the college

Send letter displication and résumé with salmy history to Bubbas J. Condit, Director of Personnel, Chareasont McKerna College, 500 East Bh Struct, Claremont, UA 01711.

ALLEGHENY COLLEGE

MEADVILLE, PENNSYLVANIA 16335

DIRECTOR

ADMISSIONS AND RECORDS

Southern Illinois University et Carbondale

Southern Illinois University of Carbondale Southern Illinois University of Carbondale Southern Illinois University of Carbondale Southern Illinois University of Illinois and Records to leading a policiosological of Director of Admissions and Records to Bearing of Illinois and Research in addition to general management of the Office of Admissions and Records in addition to general management of the Office of Admissions and Records in addition to general management of the Office of Admissions and Records and Southern Indiana, and the Conference of the University of Indianate in the Conference of Admissions and Records to report of plans ones in the Conference of Admissions and Records to report of the Indianate Indiana

Information System. One was not administrate to spinetes units in Gualifications A minimum of her was not administrate to spinetes units in least linear years of successful appointent in a major management-hord post with an Andraham and Recessful for air required. An amend doctor-ness of the spinetes of the spinetes with a spinetes of the spinetes and stateming stift, show additions much demonstrate strong management and instanting stift, show additions much demonstrate strong management and stateming stift, show additions the spinetes stift in a size affectively, and understanted in text of inflaments and control strategy amended to such as a spinetes of the spinetes and the spinetes of the worky architecture. A control in parameter is a spinetes of the spinetes of spinetes of spinetes sp

duct pier asperance with the operation of a comprehensive site and has have material present the comprehensive site and in the

GOUTHERN ILLINOIS UNIVERSITY AT CARBONDALE IS AN AF-FIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER, WOM-EN AND MINORITIES ARE ENCOURAGED TO APPLY.

New Community College of Baltimore

The New Community College of Baltiesora is a comprehensive, state lunded, multi-racial, urbus community college serving the City of Boltmore on two earnpuses. We currently seek the following

DIRECTOR OF FINANCIAL AID The College and the College an

oner onnes as assigned.

Requires a Masièr i degree in Student Personnel or related field, apper-visory aspecience is a financiol aid operation, especience working an umilicultural asperioament, and excellant oroi and withea com-mulicultural asperioament, and excellant oroi and withea com-sistent of the community of the community of the communi-y collega level in perderratio. Salary range; 13:33,16-51,362.

by being seven as preservit. Smarty ranger: Sta3, in-Sa1, Jazz.

DIRECTOR OF COUNSELING

AND CARBER SERVICES

Responsibilities actually grounding lendership lot the counseling and carriers saffi; plan and proposing annual budgets: developing collective for the single gand proposing congressing plassing, supervision and evaluation of services; and other raised duties.

resultation or services; and outer trained dulles. This position requires a Master of degree in Cousselling or a related to the position of the country of

Authoristical Sciencess Ton Department of State United States and States United States

Multurnatics Methomatics Instructor there positions; Mrnier's despec (see its 200,000 position); Mrnier's despec (see its 200,000 position); Mrnier's despec (see its 200,000 position); Mrnier's despectation, Casheot Callage, All systems are seen to be a consistent of the control of the cont

INTERNATIONAL RESEARCH & EXCHANGES BOARD

ASSISTANT PROGRAM OFFICER

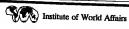
f Individual Researchers with Saltics and Former USSR Example 6 individual Researchers with Seitlic and Fourner USSR REX seeks foil immediate spering for Assistant Program Officers, Responsibilities include arrangements for American resourchers to the Ball Assistant Program of the Communication with American resourch and policy controls the McC communication with American resourch and policy controls the McC confidence of the Communication of the Communicati

EDUCATIONAL ADVISOR IREX-Moscow Office

Education Advisor sought to coursel applicants to US university degree programs on-site in the former Soviet Unium. Knowledge of US admits and degree programs, lanarical and and leating requirements benefits of the control of the c

FOREIGN OFFICE LIAISON FOREIGN OPPICE LIAISON
The lateruptional Research & Exchanges Board IREXI, with office is Moscow, Prague, and Suchester. Is developing excellent content to the state of the s

Send letter & résumé to Director of Soviet Programe, IREX, 126 Alcvander Street, Princeton, N.J. 08540-7102 or FAX (609) 683-1511, 638-1686.



DEVELOPMENT DIRECTOR

The institute of World Affairs, founded in 1924 as an internationand ensured or word Attarn, tounded in 1924 as an international education organization, has an immediate opening for an experienced person to develop and coordinate its fund-raising activities. The Institute advances knowledge of international affairs intrough programs that include seminars, residential conferences and publicallons. The successful candidate will be responsible for directing the annual giving campaign; writing and editing grant proposals and reports organizing from raising events; supervising publication of the institute's annual report; and otherwise coordinating trashitute development activities. Applicants must have attained at least a Bachelor's Degree, be able to demonstrate success in development activities, be organized, and have strong written and development activities, ne organizeu, ann nave strong withern and verbal skills. Compensation for his position is competitive and dependent on qualifications. Interested candidates are asked to submit an introductory letter, resume and salary requirements to Bradford P. Johason, Executive Director, Institute of World Affairs, 375 Twin Lakes Road, Salisbury, Connectleul 06068. Deadline: February 14, 1992.

COUNSELOR

Full-dima position available on or after February 3, 1997 to the Courseling and Carter Development Center. Staty Banger. 12,839 to 33.416 and the Anderson rund have entered doctaries from an accordated institution in room of the Courseling Co

skills. Salary competitive. Someodus orist brigh February is and continue until the populous is filled. Spat latter of application is filled. Spat latter of applications, and the populous is filled. Spat latter of applications, and the populous is continued to the populous in the popul

and Professor level. Reconvenents include a Fr. G. 1, to Mathematics with a sometimen for the professor should be presented to teaching Amelicant should be presented to teaching Amelicant for the professor of t

Allegheny College seeks an experienced NeXT step programmer to fill a three-yeak, non-renawable, ASF funded appointment to support the design of the control of the step of th qualificethers and a sperience. Screenly of applications will begin on Jestary 13, 1972 and continues until costino filed. August 1972 appels interest. Send confession that send Jestary of procomproduce Extending the Confession of the Confession

An insurance,
Antiferantice Hittelaie Coffree, an independent, occedentions, liberal act colored of 1,200 situlonate, notes a behavioral for a nature-track position an Artistant Processor of Maghanatics to bear a function for the colored of Maghanatics to be a function of the colored of Maghanatics and Aposto a function to a 12-bour teaching lead for the material of the Coffree of the Coffree

Wayne State University

DIRECTOR INSTITUTE OF GERONTOLOGY

Polition Responsibilities:
The Direction is responsibilities:
The Direction is responsible for oversceing the institute's budget, personnel and programs
and let in second, suching and sewice programs are directed toward the needs of aged
antividuals, Addought be institute than a substantial staff of its own; it is intenticiplinary in
scope and it intentices with Euclidy from a variety of accolemic anile.

Aproductive community of sciolars accurs a web range of this lylines and instress, is available for intenticalisatory research and scholarship and development, in challing but set institute for policy analysis, lamble and sccial supports, hostical and web instructional catagories of gaing, independent living, accuracy and cognition, and work and extensions.

the Director of the Institute of Gerontology reports to the Vice President for Research and Down of the Graduate School. adifications of Candidate:

Eligibility for faculty appointment as associate or full professor with tenure in an appropriate discipline.
 Administrative experience in genonicalogy program development, budgeting, and opportunity reprogramment in an academic, research, governmental or on-site programs.

penson transparent to an account, rescurit, posteronical are up-th program. As a student, rescurit, portrained as each program is not as a significant to the contract of the

The Directorship is a twelve-month administrative appointment with a competitive salary ns and applications together with a copy of a current curriculum vitre and the addresses of rive references should be furwarded by February 1, 1992 to:

Vice President to Restanch and Dean of the Gudusate School 4045 Faculty Administration Building Wayne State University Delenit, Mil-48212

■ Affirmative Action ■ **Compliance Officer**

Responsible for melutaining Compus Affirmative Action Plan: monitoring omployment Inends, recommend log remedial end/or proactive mensures, working classily with departments to address problems. Combact statistical audits to verify compliance with Palaral. State and University regulations. Investigate internal grievance and discrimination complaints; provide terining on a variety of AA issues. Demonstrated knowledge of Affirmative Action lows end regulations; working knowledge of computerized statistical packages; knowledge of basic components of a logal AA Plan, Including Eight Factor Analysis; demonstrated ald thy to communicate offerlively and to work with a diverse constituency; and demonstrated treining skills required. Solary: roughly \$30-37,000, dopinding on quelificatione. Send nearm. cover lotter, and names/addresses of thrue references (al least one from a former employer) by 2/7/12 to: Gerold Gomez, Diractor of Affirmative Action, UMass-Beston, 100 Morrissey Blvd., Boston, MA 02125-3383.

> The University is an Affirmative Action/ Equal Opportunity/Title IX Employer.

University of Massachusetts Boston

mathematican. CRUSM seeks a Ph.D.
mathematican in unserted analysis for a fragretarity in the superior control of the mathematical schemester conservation and with elasterst in success to superior of the mathematical schemester conservation of the superior control of th

Mathematics Maryville University lavitas applications for a team-rack assistant professor position in mathematics beginning August. 1992. Ph.O. to mathematics required. Backgroom and oliotensis resit be compatibles with the curricular needs of the mathematics undergradate program. In particular, dualified candidates about postmas the ability to texth a wide route of the mathematics undergradate program. Proceedings of the control of the co



THE UNIVERSITY OF TEXAS AT SAN ANTONIO **Director of Major Gifts**

The University of Texas #1 San Antonio is seeking a skilled and experienced individual to move an Director of Major Gifts. The director will report to be Vice President for University Advancement and will work closely with the Presidents and the Deams, as well as with the Vice President and University of Advancement and will be vice President and the Director of Development to plan campaign and solicitation strategies for the implamentation of major gifts projects.

samegaes for the implanmination of major gift projects. The balversity if Tessa at San Androids to comprehensive, metropolitism university located on the edge of the Tessa hill constry, serving uver 15,000 cardiod atomis. The city of San Antonio, while combines a rich cultural heritage with a modero emphasis on technology, research and obtaction, at a dynamic city with a population of over 1,5 million in the cutter of the control of the control of the city stages of its first engine gifts campaign, a 150 million inspiration and Biotechnology, in Inthalive.

Printery responsibilities of this position include identification of campaign featership and major gifts prospects; planning and implementation of major gift strategies; day-to-day management of campaign operations; development of cultivation and solicitation strategies; organization of volunteer leadership; and proposal pre-permition.

icadevalle; and proposal preparation.

The successival candidate will have a minimum of a baccalaument degree
and five or more years of saperience in development. Including successful
propertiesce; to the implorational gift planes; of a capital canaging at an
opportience to the implorational gift planes; or a capital canaging at all
properties of the imploration of experience.

And commentment with qualifications and experience.

Candidates should forward a letter of application, a curreot resume, and the names, addresses, and telephone aumbers of three references by Pobruary 10, 1992, 10:

Dr. Robert G. Horn
Vice President for University Advancement
The University of Texas at San Antonio
6900 Loop 1604 West
San Antonio, Texas 78249-0623

The University of Texas at San Antonio is an Affirmative Action, Equal Opportunity Employer, Women and minorities are encouraged to apply.

Bakken Library and Museum Minneapolis, Minnesota

Director

The Bakkas: A Library and Mussum of Electricity is Life is a privato acon-profit aforcational and research is situation econsisting of an interest of the control of the co

Milenum qualifications: Ph.D., preforably in history of selance, silvent and selection of selance, selection of selance, selection of selance, selection of selec

Deadline for receipt of opplications: March 81, 1882.

Applications from women and minorities are expressly ancour-aced and solicited.

ageu and sources.

Applicants should submit lattay of application and curriculum vitao and also voquosi that three latters of rofarence be asnit to Dy. Reger H. Stuewer, Chalman, Search Committae, The Bakkon, 3887 Zenith Avanue Sc., Minneapolis, MN 88418, USA.

Ph.D. in multismatics or in rigidal area with a strong or devolution at some line in companions and the strong control of the companions are some of the control of the con

Mathematics/Physics: Added position in Mathematics/Science Incuby of raice. Open August, 1992. Teach Mathematics to a Differential Equations; and calculus-based Physics. Also possible teaching in graduate Mathematics Bucardion gragram. M.A.

Mathematics: Orinnell College, Orinnell, Iowa 50 IZ. Two-pear term position beginning Fall, 1972. Austissus Professor tricered, Instructor or Associate Professor possible. Candidates will be expected to demonstrate scotlance in spaching and to bew a commitment in teaching and to bew a commitment in teaching in a librariant setting. We seek the best concluder spaching requires of mathematical specializer prespilles of mathematical specializer prespilles of mathematical specializer prespilles of mathematical specializers. are settier. We seek the best teachers recibilist repartition of mainteninal speciality. Send vite and time better of recibility and the maintening of the Emilian and Company Selection of the Emilian and Company Selection. Oriental College, Oriental, Israel, Selection of Company of the service of this city to be assured of combany the college, the college of the c Mathematica/Computer Sciences Hillindale College, an interpredicat, coeducational, therein articultures of 1,000 thedren, sector files of 1,000 thedren, sector files of 1,000 the 1,000 t

Mathematica A transv-track position in brain Fall, 1907. A PR. D. is preferred how-way, thou in the other consistency of the con-traction of the contract of the con-ical part of the contract of the con-traction, sense theory, sense things and intel-tion, sense theory, sense things and intel-tion of the contract of the contract of the contract of the contract of the con-traction of the conions is the equivalent. Seek letter of anythra-pours per searchier. Seek letter of anythra-ling, resourcedation to Dr. Lucius F. Elli-cortic. Vice Canacatier and Dean, Climin Vallay College, College Avenus, Wirn, Virginia Vallay Applications will be scept-ed until the position in films, The pythor process will be for Portury 1, 1992. Climic Valley College is no Equil Employment Opportusity. Affirmative Actions Graphyses

Lists of the latest books of interest to Academe every week in The Chronicle.

Director of Physical Plant

Lakeland Community College lavites applications and nomina-tions for this position.

lions for this position.

A state-assisted askallulur of higher education, Lakeland Is a comprehensive community college fully accredited by NCACS and riffering 80 programs of study. Located 30 misustes from Cleveland, our campus is 340 wooded acres boosting contemporary buildings. Construction of 8.30 million Campus Resource Centet is currently underway, and future construction of sevential to extra content of the construction of sevential to evice inchmologies building is anticipated. Gas alem in credit courses for Fail of 1991 was 8,944 students. Our operating budget for 1911-128 in location of \$23 million.

aling budgel for 191-192 b. In excess of \$23 million. Requiring excellent skills In developing new systems and mas-aging persoanel, the Olector of Physical Plant is charged with ad-ministering the Collage's physical-plant manageman programs Including developing and directing uverall implementation of those programs for custodial services buildings, fedilities and grounds maintenance; plant equipment and mechanical systems, construction and are removation; and energy and hazardous waste-ted to the program of the program of the program of the program and officially servis the physical plant needs of the Collage.

and cinceasily servis lite physical plant aceds of the College. Required qualifications Bachelor's degree la business manage-meat, orchitecture or engineering; and thrise years of administra-tive experience la a physical plant carrioments with responsi-billines har development and larphementation of programs in arress such as maintenance and operation of lacificia, grounds, arress such as maintenance and operation of lacificia, grounds, such as the such as the contraction of the contraction of the plant of the contraction of the contraction of the contraction of the plant of the contraction of the contraction of the contraction of the plant of the contraction of the contracti

Perferred qualifications: Master's degrea in a relevant lield; cur-real license os a professional eagineer in the State of Ohio; and prior wolk experience challing micracilos with later regulatory ngencies such as the Ohin Buard of Regents (OBR) or state Office of Oudget Monagement (OBR).

We offer a compclilive salary, a wealth of comprehensive, college-paid benefits and as excellent and smoke-free working environment. Submit a letter of application, current detailed resume lactuding salary history and three aames of professioad references by February 3, 1992 to Human Resurces Division.



7700 Clocktowai Divin a Manton OH 44850-7504

We Are An Allemative Action/ Equal Opportunity Employer



The University of Delaware is seeking en individual to be the Chief Assisiant to the Heed of the Office of Sponsored Programa Administration.

Programa Administration.

Responsibilities are to provide the day to day direction in order to meinteln an office which teaponds to the administrative/linancial needs of the feculty, University administration and appresers. You will also prepers indirect cost pro-

poses.
We require a Bachelor's degree in Accounting or Business with e minimum of five years experience. MBA/CPA desirable. Demonstrated compelence in written and cut communications and the ability to interact electricity with a diverse population. A proven record of supervisory and computer solid is required.

Applicants should submil a returne end the name, addresses, Applicants should submil a returne end the name, addresses, end telephone numbers of livree raferences to: Mr. T. E. White Office of Benearcel Programs Administration, University of Delewers, Newark, DE 19716. Application Deadlins: January 17, 1982.

The UNIVERSITY OF DELAWARE is an equal apportunity employs which encourages applications from qualified minority group members and woman.

liberal aris college; all faculty must express personal Christian commitment and life-siyte coopsists with college goals. For consplict description and application form, writepiones Dy. Gerald Windmann, Pras-no Pacific College, 1717 South Christiana Avenus, Freson, Callformi 5302; phone 209-435-2021, Applications will be re-viewed on Pobratory 17, 1972. BOIL. ucator and employer. Protected group members are ancouranted to apply. Mathematics Statistics: Chair. Middle Ten-sessed State University is a rapidly grow-

Malbernalicosciones Educations Anisteate Prubency with research orientation and inPrubency with research orientation and inproduced the second orientation and indecen of lambus excellence acousts for
Washington company. P.D. It also Malbidoin Washington company. P.D. It also Malbidoreal orientation or the second orientation of
Washington company. P.D. It also MalbidoIndian choose the second orientation or
which developes populations and multicultural ordunation, and research interest in
Malbidous Company. P.D. It also with
Malbidous Company or
Ma

otherselectroliteit, Chair skilde Toe-ber endood threeby, with a preference of a preference of the preference of the con-cept of the control of the con-cept of the control of the con-trol of the control of the con-cept of the control of the con-trol o



I. DIRECTOR OF PLANNING AND DEVELOPMENT-

POST 9186

FUNDATION OF PLANNING AND DEVELOPMENT—FOR 9186

FOR THE STREAMED AND INVESTMENT OF DISTORTANCE OF THE PLANNING AND DEVELOPMENT—FOR DISTORTANCE OF THE PLANNING OF T

2. ASSISTANT DEVELOPMENT OFFICER-POST 91/96 2. ASSISTAM DEVELOYMENT OFFICER.—PUST 1976 The Avistant Development Olifice (AbO) in responsible to the Director of Faming and Development if or the coordination of all programmes of the coordination of the Coordination of the Coordination of the Coordination of the uniter hings, the Healthyling of domons for development from some and deciding upon the appropriateness of olifice of essistator from our side. The ADD products assistance to requesting actions up the University of the Coordination of the Coordination of the Coordination of the domonstructured to the Coordination of the Coordination of the Coordination of the domonstructured to the Coordination of the Coordinatio

doors gankte-and Implementa fron units of the University on projects to progress to progress to the progress of the progress o Applications should be sent to the Registrar, The University of South Pacific, Suva, Riji, to reach her no later than 15 January 1992.

DIRECTOR OF COMPUTING & INFORMATION SYSTEMS

Aurora University is an Independioni, comprehensive uni-versity oliteting endargradusia and graduate dagree programs. It is focusted of miles west of Chicago and focused of the west of Chicago and control of the programs and services both admiristrative and accidentiouses.

acceptance users. Abor as a contract of the co

Job requirements includo e Master's degres in e releted exes; experience as a director or assistent director; super-visory experience; strong and and wither skills; and e commitment to user services. Experience in an educational sating highly preferred.

Pieses sends latterofs polication, resume, and silistol three references to the Director of Human Resources. URORA
UNIVERSITY

347 South Gladetone, Aurore, IL 60506
Aurora University is an EEO/AA Employer

Acchains Inglowed up Bridesening Co.

Virging Chronicy Patrice Sun Colons

Virging Chronics Sun Colons

Virging Chronics

Mechanical Ingineering Technical Processing Technical Ingineering Technical Processing Techni

and there recommendations to Da. F. J.

Section of the commentary of Metabasia Planticus, P. C. Marchard, P. C. Michardy, M. G. Antonia Planticus, P. C. Da. 2017, Philippe of Suppares, P. C. Da. 2017, Philippe of Suppares, P. C. Da. 2017, Philippe of Company, Affaired Medical Engineering of Commentary, Affaired Medical Engineering for Commentary, Affaired Medical Engineering for Commentary, Proceedings of Particus and Particus and

DIRECTOR

Marianna Kistler Beach Art Museum

Kansas State University

Kanias State University seeks a Director for the Marianna kintler Beach Ar Mureum scheduled to open in 1995. The Director will be responsible ha

Auteum schedulct to open in 1995. The Director will be responsible for providing leader this during the nuseum's development and will be at freely involved in the development and implementation of nuseum policies. The university's art cultection concentrates on twentieth century American art in all meds. In exhibitions and programs relact ait and culture in Mai-American all meds. In exhibitions and programs are suffer as and continue for the suffer of th

Qualificationsis:

a silvanced a cademic degree is ant history or related discipline;
a significant accomplishment is museum administration;
a significant accomplishment is museum administration;
a contracting administrative and fund-raining salline
a contracting administrative and fund-raining sallin
a dilinity to enhance an sacries program for acquisitions and exhibitions;
a sallin in formulating policy option/recommendations;
a sallin in formulating policy option/recommendation;
a sallin in formulating policy option/recommendation;

Kanaa State University is a comprehensive research land-grant university recognized for its quality education to over 21,500 students. The university is situated on a beautiful campua in Manhatian, a progressive community of appronimately 50,000 persons tocated in the scenic Filian Hill of nonchest).

Screening of candidates begins February 28, 1992. Preferred starting date is july 1, 1992. Salary is competitive with benefits. Please send letter of application and curriculum vitae to: Charles Reagan, Chair, Search Committee Anderson Hall, Room 110 Kanus State University Manhattan, KS 66506 (913) 532-6221

Kansas State University is an Equal Opportunity, Altirmative Action Employer.

UNIVERSITY OF HAWAII AT MANOA

Colleges of Arts & Sciences, Student Academic Services

Colleges of Arts & Sciencea, Serdent Kasdemic Services

ASSENDAY SERVICES. The presents of Arts of Assert A

Methodical Industrials Producting Production of Technology. They is a further major of Technology. This is a further major of Technology. This is a further major of Technology. They are further major of Technology. The further major of Technology. They are further major of Technology. They are further major of Technology. The further major of Technology. They are further major of Technology. They are further major of Technology. The further maj auton is filled. Applicants though common current curriculum vitas and the names of there reference to James B. Peooles, M.O., Charl, Wright Steet University De-pendence of Surgery One Wyoming Street; Dayton, Oblication, Health Education: Dayton, Oblication, Wright State Univer-sity is an Equal One Wright State Univer-tify is an Equal One Wright State Univer-ted State Commonly, Affirmative Action Employer.



B cth fouel Hospital seeks a Directive of Planned Chrisp with the fand-raising skills and financial experience necessary to increase the volume of bequests, fife income gifts and other estar planned giving. Werking both independently a well as collaborating with volunteers, the Director will same some out-of-the voruntes deformed to autritude risk. ture and solich complex deferred or outright gift-

planned gift fund-mising, or related experience in either the legal, banking or financial planning professions. Bachelor's

orgue required.

Belt Izzuel Hospitali, a 504-bed imijor Univani Fenching Hongind, offer lightly competitive adurties and a Fleshide Hongind, offer lightly competitive adurties and a Fleshide Bengil Fengani than teamblet employees to showe corneger than bear meet their needs. We also provide 34 days of paid than edg per year, unition refulbareament, an on-site health promotion program, and an on-site child care centur. Pleas and reasons the Maryallen Rilley, Se. Humann Resources and reasons the Maryallen Rilley, Se. Humann Resources Hongind, 330 distanter Resources Division, Beth Extra Bengilon, 230 distanter Resources Division, Bengilon, Ben



Hospital Boston A Partnership of Ideas.

The University of **ILLINOIS** at Urbana-Champaign Housing - Residential Life

University of Illinois at Urbana-Champaign Associate Director of

The Associate Directo is responsible for planning, managing and coordinates the total Residential Life operation of Housing Datism which insolves competituative responsibles for student housing, including undergodates and control, limitly housing, looks seycle, continues several extensive planting to the property of the property of

Starting Datn: Regular, full-time position is prevently open; beginning datate negotimble, preferably March 1, 1992.

Starting Salary: Commettible.

Application Dendline: January 1, 1992 for until position is filled) Send lates of application, alsume, and the names, addresses and trisphose numbers of at least three professional roferences is.

nst three professional references in.
Thomas Seels, Chair
ofo George Shollner
Director of Housian
200 Clini Hall, 1203 South Fourth Street
University of Biroth at Urbane Champaign
Champaign, Le 1820

The University of littnots is an Affirmative Action, Eq

melopy. University of therebook to book of the company of the comp

BULLETIN BOARD: Positions available

DIRECTOR Institute of Global

Conflict and Cooperation UNIVERSITY OF CALIFORNIA

UNIVERSITY OF CALIFORNIA

The Unevenity of California nivibes applications and meaninations for the
position of Develor of the instrume on the field and Longerium (RCCL), and
proper of the California on the field and Longerium (RCCL), and
of the University of California, the Nate of California, and protee Consistence. The mission of the instrume in or without the capability of the University
of the University of California, the Nate of California, and protee Consistence
of the University of California, the Nate of California, and protee Consistence
of the University of California, the Nate of California, and protee Consistence
of the California of the California of California, the California
of the California of the California of the California of the California
object on the California of the California of the California of the California
object of California and by reported to assume of discrematical operation which is published for appointment of a sensor Carloty member of
the University of California and by reported to assume of discrematical operation of the Institute, and is exposed the characteria at the State Deep camput. The Director
provide leadening and vasibility to the Institute, and is exposed the for inord Leadening the California of the State Deep camput. The Director
of the association of the California of the State Deep camput. The Director
of the association of the Director of the approach of the
order of the California of the Open California, recomplex products
of the California of the Director of the approach of the
Open California of the California of the Director of the approach of the
Open California of the Open California of the Open California of the Open California of the California of the Open California of the

BARRS OR FOR THE PROPERTY OF T

Candidates who send their complete applications by March 13, 1992 will acceive full consideration. The Position is available July 1, 1992. The University of Colifornia is an Equal Dipportunity
Afternative Action Employer.



ASSISTANT TO THE PRESIDENT FOR HUMAN DIVERSITY Kutztown University

Pennsylvania State System of Higher Education

The Auditant to the Prevident for Hanne Hanne Prevident for Hanne Hanne Prevident for Hanne Hanne Hanne Hanne Prevident for Hanne Hanne Auftre Frederich Hanne Hanne

trated accord of management experiences in forcian diversity in a

innistrators uncate effectively with monless of the university and

and other minorities)

A proven record of budget responsibilities

in addition, experience with collective bargaining would be destrable. Position to be filled on or before July 1, 1992. Applications must include a letter of intern, resumé and names, titles, telephone numbers, and addresses for a manmum of five reference. All entertals result be received by the search committee by February 7, 1992. Applications and numinations should be addressed to:

Dr. Pead M. Breire
Chairperson of the Search Corenuter
for the Assistant to the President for Human Diversity Kutztown University Kutztown, PA 19510

Kultitoin University is an atlamative action, equal opportunity employer and actively solicits applications from qualified women and represent suplication.

Generality Entertweet Action
Self-guild Steam Problement Tunb
Self-guild Steam Problement Tunb
Self-guild Steam Problement Tunb
Self-guild Steam Steam Steam
Steam Steam Steam Steam
Steam Steam Steam Steam
Steam Steam Steam Steam
Steam Steam Steam Steam
Steam Steam Steam Steam
Steam Steam Steam Steam
Steam Steam Steam Steam
Steam Steam Steam Steam
Steam Steam Steam Steam
Steam Steam Steam Steam
Steam Steam Steam Steam
Steam Steam Steam Steam Steam
Steam Steam Steam Steam Steam Steam
Steam Steam Steam Steam Steam Steam
Steam Steam Steam Steam Steam Steam
Steam Steam Steam Steam Steam Steam Steam
Steam Steam Steam Steam Steam Steam Steam
Steam Steam

THE UNIVERSITY OF CHICAGO LIBRARY

Chemistry Librarian Chemical Information Specialist

The University of Chings, Latury, in seeking craduling for the persons of Chemistry Liberains/Chemical Information Specialist. The postess supervise and overtex-size for persons of Chemistry Liberains/Chemical Information Specialist. The postess supervises and overtex-size for persons of the Chemistry Liberains and 1.5 FTE stoff. The postess is expossible from 1.05 acres to real units and 1.5 FTE stoff. The postess is expossible from 1.05 acres to the postess of the

subject Services.

QUALFEGATIONS: Educations A graduate degree from an ALA-recredited liberty school and formal training as chemistry. Experience: 26.

Staffine Collections development expense in releasily, or a color futured
disrepline; goolcowy in scarsbag decrease themselves design futured
disrepline; goolcowy in scarsbag decrease themselves design futured
disrepline; goolcowy in scarsbag decrease themselves of substantion asserts
provide fractions; work in a gassest income flower, preside practices; or the
formal provide practices or the second provide provide practices; or the second provide practices or the
formal provide practices or the second provide practices of the
design of the second provide provide practices or the
design of the second provide provide practices or the
design of the second provide provide practices or the
design of the second provide provide

skills.

SALABY AND BENEFITS Appointment salary with De barden qualifications and experience. Salary range begins at \$11/40 per year. Benefits in the salary received to the salary received per salary receiv

The University of Chicago is an equal opportunity entologer

The U.S. Space & Rucker Centur in Hunsaville, Alabama and U.S. SPACE CAMPSPACE ACADEMY, is looking for a

Corporate Relations Specialist

Regonable for Corpuste relations and all undensing efforts of his non-posite organization. Coordinates pursuit of emiting and new funding armount of the contract of the contract of the contract of the con-tract products of the contract of the contract of the con-justs; coordinates all usual not other presentation materials. Laison with symnom and assist/conducts south for for twisting VIPs.

syument and assists/conducts lours for or varing year.

N.S., or B.A. in P.S. Communications, English, Management or Businers and nin. 8 years' closely related work especience in no organisation such an amuseum, educational institution, government or non-profit organization; excellent cognitismional, writing and communication tells.

U.S. SPACE & ROCKET CENTER Attra Human Resources Ona Tranquillity Base Huntsville, Alabama 35807

en curchain on 19th contact U.S. Many, three or instances for misses for the contact of the cont vailable, end will com on ic Alled. EOE/AA.

Submit letter of application, résisteé, em-dentini file and auppouling metarhis, aux lurae current leiters of raferesen to the Soathern Utah University Fersonasi Of fice, Cretar City, Utah M-720. Glosing Date lanuary 17, 1892. An Equal Opportunity, Affirmative Action Sunyboyer.

Allmenter Action Employee.

Angele D., Marche Caller invites certified species in a subject of the state of the species of the state of the species of the state of the state



DIRECTOR OF DEVELOPMENT

The University of Portland seeks an experienced development professional for the position of Dreg tor of Development. The Dies for will be part of a new administrative team that is expanding and intensitying the University's development program.

The Director will be responsible for planning and implementing a comprehensive final rations program for the University, including product development, major git solution, response and foundation giving, planned giving, and attitud giving programs. The Director will supervise the directors of those programs plus support stall

The successful candidate will have a proven track record of major gill fund rasing, with a least five years of fund mising experience. Strong interpersonal skills, demonstrated writing and oral presentation skills, and the ability to personally solicit and close gifts are essential. Salary is competitive and commensurate with experience.

Founded in 1901, the University of Perthnel is a Lathola teaching university affiliated with the Cangregation of Holy Crass, Note: Danie, Indiana. The University currently corolladout 2,600 students and has time than 2000.

Send letters of application and or nonmation along with a resume and the names of three references, by January 31

Anthany DiSpigna Vice President for University Relations The University of Portland 5000 North Willamette Blvd

FOUNDED IN 1901

DREXEL UNIVERSITY

ment Officer for the College of Engineering

Davietopment Officer for the College of Engineering Reponsible for winding with the Development Office and the Headeling of the College of Engineering in playing and admixturating all development extending the College of Engineering in playing and admixturating all considerations produced to the College of Engineering and Engineering operation and proposals, scheduling land-releving violate for the indepting the playing and proposals, scheduling land-releving violate for the indepting the playing and the second second second second second second second edgment of glitten of the College of the College of the College of the submixture of the College of the submixture of the College of the Colle

Development Officer for Administration

De veilo pments Officer for Administration Repontable for unique with the Novelorem Office and the Sories Visa President for Administration by patring and implementing all development active relative for Administration by patring and implementing all developments upon the Vice President and Electrical of Development, Response (for the Administration to the President and Electrical Officeropment, Response (for project and programs under the develocin of the Section Vice President (see Administration programs under the develocin of the Section Vice President (see Administration programs under the develocing the Section Vice President programs under the Administration president of Indiation Will also ministrate caused on the resident consolitate the development and pregnation of programs, schedule fund-stating controlled the development and pregnation of programs, schedule fund-stating the administrative defenders, and maintain violating an university functions as re-cipitate. Backeton segre and 3.5 years of development experience preferably in right er edication are regioned.

Send résumés and application letters to: Senior Vice President, Office of University Development 01-316, DREXEL UNIVERSITY, Philadelphia, IA 19104. Affirmative Action. Equal Opportunity Employer. No phone inquiries will be accepted.

ence dneirgible. Send application letter, re-stund, performance tapec, amprorting depen-trents and hace letters of reference to: Da. Sterling P. Coumboon, Chairgan, Depart-University, Cape Girardeau, Missouri Oliversity, Cape Girardeau, Missouri 43761-4759 by January 31, 1992. An Equal Opocetically, MF. Affirmal we Action Ba-ployer, Wenne and artsorylan are encour-ased to apply. Sintil (600) 336-486.
Maker Two pastings to begin Argust 24, 1951. (1) Brade, Vigles-Transflortung (1) Brade, Vigles-Transflortung (1) Brade, Vigles-Transflortung (1) Brade, Vigles-Transflortung (1) Brade, vigles des pastings (1) Brade, vigles (1



Position Announcement

Director

Career Planning and Placement

The Director will head a comprehensive career planning and placement center. The Director will assist

studeats with career exploration and counseling, campus employment, internships, graduate school counseling, and placement. Master's degree and previous

Phillips University is a small, selective, private university recognized by US News and World Report as one of the top 10 small liberal arts colleges in the West. It is affilliated with the Christian Church (Disciples of

Applications received before Feb. 1, 1992 will receive

Please send letter of application, resume, and the

names, addresses and phone numbers of three

Dr. Walter B. Shaw Dean of Student Development

PHILLIPS UNIVERSITY

100 South University Ave. Enid, Oklahoma 73701

Telephone (405) 237-4433, ext. 208

An Afilmative Action, Equal Opportunity Employer

priority. Desired starting date: May 1, 1992.

references to:

career development experience preferred.

University of Nebraska-Lincoln

ASSISTANT TO THE CHANCELLOR AND DIRECTOR OF AFFIRMATIVE ACTION AND DIVERSITY

(Search Reopened and Redefined)

(Search Reopened and Redefined)

The University of Nebaska-Laccia invites noninstora and applications for the newly defined position of Assistant in the Chancider and Directs of the newly defined position of Assistant in the Chancider and Directs of separating the Chancider and University of the Separating of the Chancider and university of the Separating of the Chanciders and university of the Separating of the Chanciders and university of the Separating of the Chanciders and university of the Separating of th

A letter of nomination or application with resame, and the names and addresses of three references should be forwarded to

Search Committee Chet
Assistant to the Chercoller and
Director of Affirmative Action and Diversity
University of Nabraste-Lincoln
Lincoln, Nabrasia 68588 0419
Telaphone 402472-2116

Review of applications will begin on February 17 and continua until a satisfactory candidate is lound

UNL is an Affirmative Action, Equal Opportunity Employer.



Smithsonian Institution Libraries

The Scribbanics institutes a University in spelling an experienced Libyrius (Gi-chields, 30), 110 met 200 met

the and subspirity expenditures in measurements of the Market Cheese Districtation of Districtation (Market Cheese Districtation of District

and finements are interested from themse trast). University of Dayton, (Ohio), Primary proposal billy is an Coordinator of Primary proposal billy is an Coordinator of Primary proposal billy is an Coordinator of Primary proposal billy in an Coordinator of Primary proposal billy in a Coordinator of Primary proposal billy in a Coordinator (university primary primary



UNIVERSITY OF HOUSTON SYSTEM GENERAL COUNSEL

The University of Horston System is needing care identice for the position of Constall.

The University of Horston System is need to prove the Staffet sinches and complist sold tear details, complicements you went the very three Staffet sinches and complist sold tear details, complicements you went the University of Horston, a should expect the Marketter Montal of Horston System Staffet Constall, the University of Horston System Staffet Constall, the Staffet Staffet

Numinations undres applications will be accepted until February 28, 1802. Applications should consist at a latter expressing totarest and a ville.

Mr. Juhn J. Scales
Chair, General Cuucuei Seorch Committee
University of Houston System
1809 Stallb, Sie. 3400
Houston, Taxas 77002

AFFIRMATIVE ACTION AND EQUAL OPPORTUNITY EMPLOYES
WOMEN AND MINORITIES ARE INCOURAGED TO APPLY



University of Virginia **Chief Information Officer**

Information United:

The responsibilities of this newly created position will be to coordinate land integrats when possibilities if the diverse specie of the University community because it is a special possibilities and the property of the property services required to mater the need on bookly, students, and exhibitishment in the sexual composition, information probability services required to materials the need of the property information probabilities and the property of metals, and telecomorunications—Gourling on the ministroll of the Urbernshy. Confidelists should be as Metal's degree with a PLD, settlend A treed of accompleheners in the fail of information inchnology demonstrating the "An-one" but affer Liberthy in the use of information inchnology demonstrating the "An-ione" believes in the contraction sechnology, bettergeneous compan-ing environmental, disease communities sechnology, bettergeneous compan-ing environmental, disease communities sechnology, bettergeneous compan-ing environmental, disease communities sechnology, bettergeneous compan-tion with managerial septiments in wording with managerial prographies. Ex-tensive managerial septiments in wording with managerial prographies (incremation technology) second unit of the programment of the progr

The University of Verginia is an Affirmative Action, Equal Opportunity Employer

scarched at a later date. Applicate at with to be considered for both position should so indicate to their latter at point idea. Screening begins Februar 2, 197. Unless College is an Equal Deportunit, at Bromative Action Employer.

DIRECTOR OF ANNUAL GIVING

As a nombo of the California Institute of Trabelogy's Oppariment Olico management loans, the disease has the disease of the california o

culevision and solicitation of slightificant gifts to be lettake, This position southern of Edingound 5-10 years of seep-rolized hard existing corpolance which includes some studies to the studies of the studies of

Claudino to apply is Fobruary 7, 1902. Inforested candidate may submit a covice tolias, and resume along with solary form and requirements for Catteria Employment Department, Positio #C692, 1201 E. Colifornia Blvd., Pasadona, CA #1125. Calloch is an Allirmative Action/Equal Opportunity Employer



Caltech

DIRECTOR AEROSPACE RESEARCH CENTER

College of Engineering and Applied Sciences

Arizona State University Tempe, AZ

The College of Engineering and Applied Sciences (EEAS) having application to its position of Direct for 6 the energy created Americans (Recomb content in the College, Completence, Americans in the College, Completence, Americans in the College, Completence, Completence (Fragment of Engineering and Applied Sciences in the set of Cylenet Sciences (Applied Sciences in the set of Cylenet Androport of Sciences (Applied Sciences in the set of Cylenet Androport of Sciences (Applied Sciences in the Science of Cylenet Sciences (Applied Sciences in the Sciences of Cylenet Sciences (Applied Sciences in the Sciences of Cylenet Sciences of Cylenet Sciences (Applied Sciences in the Sciences of Cylenet Sciences of Cylenet Sciences (Applied Sciences in Cylenet Sciences (Applied Scien

referent is then excelved?

Seeper The successful applicates still be expected in create as, undestroot with which came disciplinary research is fectored, requisitives of the applicant across positive. But came disciplinary research is fectored, requisitives of the applicant across positive and produced across positive. But Carbon the soul large speciment across positives of applicant across positives and applicant across positives across positives and across positives across positives across positives and across positive across positives across positiv

reposed that amongst how.

The district of the proteins and by ordering the sail the self-control of the control of the contro

Antona State University is an Equal Opportunity, Affirmative Action Employer

Remarker Action Employers.

Model: Director of Emph of Intercept
Low Plant Assistant or Action for Intercept
Low Plant Assistant or Action for Intercept
Action 1972. The Intercept is the Intercept
Low Plant Assistant or Action for Intercept
Low Plant Assistant or Action for Intercept
Low Plant Assistant or Intercept
Low Plant Assistant or Intercept
Low Plant Inter

BULLETIN BOARD: Positions available



DIRECTOR OF INTERNATIONAL PROGRAMS East Carolina University

East Carolina University invites applications and nominations for the position of Director of International Programs. The position is available July 1,992, but the salerting date is negoliable. East Gerolina University, the third largest institution in the University of North Carolina system, has an enrollment of over 1,6,003 audient, including 2,600 graduate students. Founded in 1,997, the University is could in Ceremida, a growing 1,907 of 50,000 haliewy between Raietigs and the Allandic Cootin. Served by these major salten, Greenfells is the cultural and occomon center for estatem North

Qualifications: Expertise in International program development, administration and evaluation; an ability to work well with faculty, administration, and the public cacdemic orientation preferred, in-cluding a Ph.D. or appropriate terminal degree.

The position is envisioned as a full-time administrative appointment, but candidales with appropriate credentials may be considered for academic appointment. Salary will be competitive and commensu-

nae vinn exprenence.

Application Process: Nominations and applications fincluding a later of interest; curriculum vitee/résumé; and the names, addresses, and telephone rounders of five reterences should be sent to Dr. Holly Mathews: Chair of the Search Committee; Department of Sociology/Anthropology, East Carolina University, Greenville, NC 27838; [919] 757-4339; Fax: [919] 757-6759.

Screening will begin on Fobruary 8, 1992 and will continue until the position is filled. All inquiries will be received in confidence.

Pediazi las requires documentation of identity and amployability upon amployment. Official transcripts will also be required prior to fast time. East Carolina University is an Affirmative Action, Equal Opportunity omployare, and as such specifically ancourages applications from woman and minorities.

EVANSVILLE

Director

Facilities Management and Planning

The director reports to the Vive Seventhan of Fixed Affairs and in responsible for directing the buildings, graumis, strilles and maintenanc operations for a supera of 30 buildings, to be calcul or 25 neces. The directive islow has recognished for divisional facilities and one recognished for the reco

Development Officer **Major Gifts**

Caddard Callege seeks a Development Officer who will develop and monitor najor gift prospects from among Goddard's 1,000 almonit of friends. Working directly with a new President in a small, growing Davelopment Office, this persuit small string experience in fund missing, and understand the promite and evidence of progressive higher education. Caddard encourages applications from women and minorifies, as well as from complets; the credentials of a provue or partner may be submitted.

Coddard to a suitable before the control of the control o

may he submitted.

Coddmd is a national liberal arts college that has been challenged by the ideas of progressive education for more than filty years. 400 students are enrolled for individually-designed undergraduate and graduate degrees including the MPA in Writing Students study in the control of the mass including a residential program and lower than the control of the contro

To apply send a résumé, three references, and a writ-lng sample by Jan. 31, 1992 in: Associate Dean for Administration, Goddard College, Plainfield, VT 05667. Applications will be reviewed beginning early February.



GODDARD COLLEGE

LIBRARY APPLICATIONS SPECIALIST #3GG45

College Center for Livery Automation ICCAI is assisting an innoverve, flexible professional with automation captering to professional with submation captering to professional with submation captering to professional with submation captering to professional captering and professional captering and captering and captering and captering professional captering and company professional captering and captering professional captering and captering professional captering and captering professional captering and captering a

The common letter of interest and répared with asbry bistory in: Robert 1860 Lincoln, New Jewis Eventuelle, Inchesse of Common Lincoln (1972).

An Equal Opportunity, Affirmative Article Engineer

An Equal Opportunity, Affirmative Article Engineer

The common letter of the common letters of the common letter

Pitchburg Siets College Diffice of Financial Aid hes three positions available for Assistant Director and Iwa Shaff Assistants. General responsibilities include a making public presentedions. This Shaff Assistants also have responsibly or one or more specific aid programs. The Assistant Director helps to coordinate the aid programs, supervise staff and pepears entitleted reports. beliebe American Italian, Marsan Start Libertung Irang Start Liber

the aid programs, superola sitell and peapers statistical reports.

Bachalor's daggers assigned, Farnishavy with computer applications and boss for a second statistic statistic statistics and some statistic statistics and some statistics and statistics and statistics are statistically statistics. Experience to the statistic statistics and statistics are consistent and statistics. Experience in common statistics and statistics are consistent as the statistic statistics. Experience in the statistic statistics are statistical statistics. Later of applications, returned, statistics common and statistics are statistics. Later of applications, returned and statistics are statistics. Later of applications, returned and statistics are statistics. Later of applications, returned and statistics are statistics. As the statistics are statistically applicated by the statistics are statistically applicated by the statistics are statistically applicated by the statistics and statistics. The statistics are statistical reports and statistics are statistically applicated by the statistics and statistics are statistically applicated by the statistics are statistically applicated by the statistics are statistically applicated by the statistics are statistics. The statistics are statistical response and statistics are statistics. The statistics are statistics are statistics are statistics. The statistics are statistics are statistics are statistics. The statistics are statistics are statistics are statistics are statistics. The statistics are statistics are statistics are statistics are statistics. The statistics are statistics are statistics are statistics are statistics. The statistics are statistics are statistics are statistics are statistics. The statistics are statistics are statistics are statistics are statistics. The statistics are statistics are statistics are statistics are statistics. The statistics are statistics are statistics are statistics are statistics. The statistics are statistics are statistics are statistics a

Fitchburg State College

FINANCIAL AID

at the positions are mino. AAPLUS.

Norwhey, Assistant of Associate Professor through steely position apullation September of the AaPlus of th

SOUTHWEST TEXAS STATE UNIVERSITY

Southwest Texas State University insides applications and normalitious for the position of Directive of Architecture, SWT is a four-year comprehensive published the Contractive Contracti

DUTIES AND RESPONSIBILITIES

DUTIES AND RESPONSIBILITIES.

In EDuctor of Artistration is sequentially on the nontransation of the undergodules recruitment and administric program. The Develor impossible of Affair, is a remaining of the Artistrations Council and Pacific responsible of Affair, is a remaining of the Artistrations Council and Encollerant Management and of Deats. The Develor is about a membra of the Encollerant Management and administration about the state of the Artistration of Affair and Artistrations are supplied to getting and administration of the Artistration of Affair and Artistration of Affair Affair

QUALIFICATIONS

The Directive repeated to passess broad involvings of standard management practices in the openion of a comprehensive admissions program, eviolenced practices in the openion of a comprehensive admission program, eviolenced practices are program as a present program of the pr

alumed in develop a comprehensiva candidate recultional program Condidates will bodd in Materi A regione and for year present can college or university administrant and accruitment with at least three submirries as college or university administrant and accruitment with at least three submirries and control of the c

APPLICATIONS

APPLICATIONS
This position is open Merich J. 1992, with application review to begin Jerusov 30. 1992. Applicants should send a letter of application and setured, application is the application of a setup of a setup of a periodicipate to the Jeannes D. Statuto, and Statuto and Statu

SWT is an AA/EEO Employer



Southwest Texas State University San Maicos, Texas 78666-4615 AC512 245-2205

The Vanderbilt University Press DIRECTOR

Vanalerbili University invites applications and nominations for the posi-tion of Oirector of the Vandetbili University Press. After a thorough routes, the decision has been annule to increase substantially the level of sappoil provided by the University to the Press.

Sapput province by use University to the Fresh.

The Olifection, who will report to the Provent, will assume responsibility for the Olifection who will report to the Provent will assume responsibility for all places of cellings and easy acquiring flast-state manuscripts, supervising all places of cellings and easy to the property of the Province of

The ways or expounting technology.

12. September 12. Sept

Vanderbili University is an Equal Opportunity, Affirmative Action Em-player and encourages applications from women and minorities.

College of the Redwoods in Burr-regular action Number Lastuctors, Common action Number Lastuctors, within Shary Common services uption. Shary I common services adeads preparatise and full time adeads preparatise and full time I to Russe IV. Stop I common I to Russe IV. Stop I common ac-tion of the I common services of the stadey the doller. Stere in Au-torian action of the I common ac-tion of the I common services of the I common services of the I com-tant of the I common services of the integral of the I common services and the integral of the I common services.

ny in Malermi-Child, Pedint-Tonare-crack, tep month po-ted Fall, 1992, in NLN no-program. Qualifications D.J and previous

ser la Nursian required shith Barcalure-er la Nursian required shith Barcalure-der spine upon experimental san sur surpri-diction and the service shift in the san sur-leit. Went Liberty Elect. College in a fan sur-leit shift in the service shift in the san sur-vey consistent san survey survey survey sur-te shift in the survey survey survey survey sur-response survey sur

Content on Econi Operational Factories.

Section, Proceedings of Fast IVIV Clarification and Content of Fast IVIV Clarification and Content of Fast IVIV Clarification and Content of Fast Ividence on Content of Content on Content of Fast Ividence on Content on Cont

Ball State University Muncie, Indiana

ASSISTANT DIRECTOR OF

REGISTRATION AND ACADEMIC PROGRESS

Ball Steet Unbewrite is meeting qualitate applicants for the position of Austracia. Discover of Registration and Anademic Programs Responsibilities: Under the position of Registration and Anademic Programs Responsibilities: Under the position of Registration of Registra

Bell Stata University is an Equal Opportunity, Affirmative Action Employee and is strongly and committed to deversity within its community.



Assistant Director for Learning Resources Collier County Campus

Proceeds to general expension and development of the new company. Proceeds for general expension control of the new company of the process of

trition and host estimate (A.D.A., and L.P.Y., and L.P.Y., and the street like S. P.C.I. in trademone of the street like S. P.C.I. in the street like S. P.C.I. i

Philosophys The Australian National University Faculty of Arts, Deseatment of Philosophy, Aspiration of Philosophy, Aspirational Philosophy and Philosophy aspirational Philosophys and Philosophys and Philosophys aspirational Philosophys and Philosophys aspirational Philosophys Philosophys Philosophys Aspirational Philosophys P

The second of th

and Health Education is Physical Educations for a non-teoraed Assistant Professor Opition. The candidate must have an orned doctorate of A IL O., hold or qualify for the North Catolina reacher certification is Payiest Education.

chain to remoine produces, to beam Sig-criffering, 1900, Ibassima design of the local control of the local contro

Physical Education: Department of Huma Performance areas athletic Trainer Se-cialist. Incommonarytenerodynerodyness. Human Department of the Section Processing temperature and North Other temperature teach surjects galance and processing

LORAS COLLEGE

DIRECTOR OF DEVELOPMENT

Loras College invites applications for the position of Din

Loras is a four-year, Catholic, coeducational, liberal emissis tion with a student body of nearly 1,800 men and women.

The successful similarit will be responsible for the own planning, coordination, and implementation of the College sing programs. The Director reports to the Vice had tlent for College Advancement and provides supervision to be Director of Planned Cliving and Special Gifts, the Director Foundations/Research, and the Data Coordinator

Prerequisites for the position include any combination of ear rienco and education equivalent to a hachelor's degree and the years of experience in fund raising, preferably in an education setting, and in working with vulunteers.

Applicants should submit a cover letter, resume, and five refer ences to: Gerald J. Koppes, Director of Human Resources Loras College, 1450 Alla Vista, Dubuque, Iowa 52004-6178

Affirmative Action, Equal Opportunity Employer. Women and minorities encouraged to apply.

THE UNIVERSITY OF SOUTH FLORIDA DIRECTOR

FLORIDA POLICY EXCHANGE CENTER ON AGING The State University System has an academic position open at the University of South Florida for a Director of the at the University of South Florida for a Director of the Florida Pulity Exchange Center ou Aging (FPECA). This is a tenure track positive with salary acquisite. The applications the control track positive with salary acquisites in administration, research, pulity formulation and implementation, and etachig in the field of germathogy. Research with an aging policy compliants in desired. The FPECA is a statewise university system institute. The focus of the FPECA is not state policy network procedure research in stetch policy areas as income maintenance, longerm care, cummonity area. In hussing, transportation. term care, community rare, housing, transportatio emphyment and health care privision. The Director, alor enjunyment and health care provision. The Process, away with a Policy Bleard, is responsible for establishing an maintaining the direction of the Center. The application deadline is April 15, 1902, Please submit your C.V. and three letters of recommendation to:

Search Committee Flurihi Folicy Exchange Center on Aging ILS.F. flox 3218 Turapa, Floribit 3362H

For further information, call Pain Stobangh at (813) 974

FIR MATTER THE ACTION OF THE A



Director of Admissions

Wilmington College seeks application and nominations for the position of Discrete of Administen. The sent-entitle cambiant will have experience in subgrantiant control of the control of

zen weize numung on exaving strengen. Withington in locard in an economically expanding tural community of 12,000 about an bour's drive each from Cancitmari, Dayton and Columbus. Nancey percent of the sudent body in from Ohto, many of there from within a hundred mile radius of the camput. Attention is being given to expanding museily and international canolinent.

The Director reports to the President of the College and 11 an insportant on of a dynamic tuanagement team. Salary and fringe benefits, ronnientuar with experience, are comportine. Willingurus to live in Wilmignous and o become part of the larger Wilmington community will be an insportan millication.

The position is open. Review of credentals will begin January 2 and continue until the position in filled. The starting date is July 1, 1992 but enough gin much earlier. Address all inquiries and applications to:

Neil Thorburn, President Pyle Center Box 1185 Wilmington College Wilmungton, OH 45177

Wilmington College is an EEC Employer

AREA COORDINATOR **Residence Services**

Kent State University invites applications for en Immed ale opening for the above position within the Department of Residence Services. Provide leedership for a specified area of campus through the conceptualization deelgn supervision and administration of a comprehensive pluralistic and multi-cultural residenties program for students. Also responsible for developing programe to enhence both professional end paraprolessional stell. Master's de gree and three yaers experience required. Residence hall administrativa experienca pretarred. Excallent communicallon/organizellonal akilia, individual/group counseling expertise, and multi-cultural sansitivity required. Live-out position. Salery competitive. Submit latter of application, resume and threa latters of recommendation by Jenuary 31, 1992 to:

Delia M. Marahail, Cheir, Aree Coordinelo: Saeich Keni Siele University Dapartmani of Rasidence Servicee P.O. Box 5190, Keni, OH 44242-0001

Equal Opportunity/Affirmative Action Employer

Period Mecolimy-front Applicacy/Lash
provided Mecolimy-front Applicacy
provided Mecolim

DIRECTOR OF FINANCIAL AID

The University of New England, a growth-oriented, amail university in coastal southern Matne, necks a creative financial sid professional to assume directorial responsability for our flancial adi programs. You will serve he needs of 1,400 students in diverse undergraduate, gradinate, and professional programs that include the fleath Sciences, Life Sciences, Human Services, Management, Social Work, and New England's only Osteoperative Social Work, and New England's only Osteoperative Social Work, and New England's or the Computer Social Work, and New England's or the Computer Social Work, and New England's or Control of the Computerization efforts.

The right person for this role will be a seasoned finan-cial aid professional with top-notch interpersonal, mana-gorial, and budgetary skills. Key to the success of the person in this position will be the ability to excel in con-sensus-based decision-making processes that are sensi-tive to the needs of multiple constituencies.

tive to the needs of multiple constituencies.

The University of New Bnjand will offer a competitive salary, a highly amenable workinglearning environment, and an excellent benefits program. Our seaside campus and location in Southern Maine (30 minutes south of Portland, and 90 minutes north of Boston) offer an attractive place to live and work.

Intarested persons should forward resume and cover etter by January 27, 1992 to:

Michael D. Miles Director of Human Rasources 11 Hills Beach Road Biddeford, ME 04005

UNE is an Affirmative Action, Equal Opportunity Employer.

UNION COLLEGE ACADEMIC OPPORTUNITY PROGRAM Assistant Director/Counselor

Responsible los all phases ol connacing ol program studente including oper-sonal, career and inarcial insues. Will agent including oper-tion of the control of the control of the control of the con-trol of the control of the cont

surprise program and omer automative duces as segment.

Inten, 12 month appointment.

A Master's Oegree in counseling it preferred. A Baccalaureate degree is required. Experience in teleled types of programs it essential with HEOP experience ideal. Must posses excellent communication skills. Salary: Low twenties.

Sund letter of sumé and three letters of racomme ACADEMIC OPPORTUNITY PROGRAM
UNION COLLEGE
SCHENECTAOY, NEW YORK 1230B

15, 1922. With a strong commitment to the liberal sixt, the department of claffs feeding offer 18 A end 55 department of claffs feeding offer 18 A end 55 departs ob payles a feed to undergranded teaching and the safety country. We are asolate candidates with a terminal drawn in payles of the country of th

FOR SALE

- COMPUTER SYSTEMS
- OORWITORY FURNITURE
- AUDIO-VISUAL EQUIPMENT LABORATORY SUPPLIES
- I LIARARY MATERIALS
- GROUNDSKEEPING TOOLS
- OFFICE SUPPLIES AND FIXTURES

 ATHLETIC EQUIPMENT

THE EQUIPMENT you're no longer using un your cam-pus may be just the thing that business managers ur faculty members at other institutions are looking for .Let them know abnut your surplus material. Use The (Aronticle's Bulletin Board pages and the state of among our mure; than 400 per confers at over 3,500 colleges, omireraities, and other organizations.

They're aire to see your listing. A recent survey found that almost 9 unt of 10 of oor ambscribers look at the Bulletin Board regularly. And our "For Sale" section will always start in the first Bulletin Board page.

The Chronicle's Bulletin Board is THE ACADEMIC MARKETPLACE

... and not just for jobs.

ASSOCIATE DIRECTOR OF ADMISSIONS RESPONSIBILITIES: Reporting to the Director of Admissions, the Associete Director will be responsible for integrating the new system-wide computerized student information system into the recruiting end edmission process. The auccessful candidate will also be responsible for initiating, planning and implementing University recruitment and public relations programs, designing and editing office publications, supervising staff, essisting in recruitment scheduling and overseeing the processing of undergraduate applications and inquiries.

QUALIFICATIONS: Master's degree required with a minimum of three years of administrative experience in a university admissions satting, including experience in recruitment and atudent information systems. Candidate ehould have experience working with a diverse end multiethnic population. Candidate should be willing to travel and work irregular hours and must possess excellent oral, written end organizational skills.

SALARY: Commensurete with qualifications and

THE SETTING: UNLY is one of the festest growing universities in the nation with a current enrollment of more than 19,500 atudents. UNLV was recently cited by U.S. NEWS & WORLD REPORT (1990-91) as one of the "upend-coming" colleges end universities in the U.S. Located in cosmopolitan Lea Vagas, the university has the strong support of the community's rapidly growing population of 950 000 residents

APPLICATION: Submit e letter of application, resume end three current letters of recommendation no later ther January 31, 1992 to: Chair of Search Committee; Office of Admissions; University of Neveda, Las Vegas; 4505 Maryland Perkway; Les Vegas, NV 89154-1021.
UNIV Is an AMEEO employer.
A YOUNG, PROUD, AND GROWING UNIVERSITY

MEDICAL DIRECTOR

Eastern State Flosplini and Eastern Virginia Medical School are seeking a physician committed to public service and ju community and inspiral psychiatry for a joint appointment.

psychistry for a joint appointment. Located in historic, charming, Williamsburg, Virginis, this 218 yeas old ICAHO accredited, 900 bed hospital, long committed to quality can and community-based programs, providen treatment to dull, child, ado-lescents, and geriatric patients, including furensics and acute admis-ators, in a cultimizity diverse setting.

This joint appointment pravides oversight for a training program with psychiatric residents and other health care professionals. Both lactifies are in Tidewsie, Virginia, least than 3 hours from Wathington, D. C. Opportunities available for consulting and for research. Salary negotions.

bic. Qualifications: Candidate will have significant demonstrated experience in public hospital and community payeshairty and administration; cligible for or licensed as a physician in Virginia; and has knowledge of and experience with ICARIO, Experience supervising medical staff residents and other health care professionals in a hospital staffing presentation. Please lorward CV and three current references before February 29, 1992

P. O. Box 8791 Williamsburg, VA 23187-8791 (804) 253-5241 PAX (804) 253-5065

AA/EEO, Minorities, Females and Disabled encouraged to apply.

nation the department. Effective communi-tion of the department of the communi-sion of the communication of present learning. Send to: William R. Kadiber, Chairment, Decempenent of the communication of the communicati

gife om Merch 15, 1992. Physical/pichestes New position in plan-ments in highest himself in Boulty. Open-tion of the plant of the pla

Political Science: California Stata University, Northridge, Political Theory Commercial Political Theory Commercial Political Science Invites a spotiations for a justice terms mark position. Ph.D. o. ADD in Political Science Invites a spotiations for a justice terms mark position. Ph.D. o. ADD in Political Science Invited Political Science Invited Invited

bellifed federer The Department of Social Published federer The Department of Social Englished For the most perfect the spiritude of the Social Published For the Social Pu



HUMBOLDT STATE UNIVERSITY

Three Administrative Positions

DEAN OF RESEARCH AND GRADUATE STUDIES UNIVERSITY LIBRARIAN DIRECTOR OF EXTENDED EDUCATION

Humbold State University, use of the oldest institution, in the 30 campus California. State University, use of the oldest institution, in the 30 campus California. State University, use of the oldest institution, in the 30 campus onth of Sam Practices and allegate of the 10 campus onth of Sam Practices and allegate of the 10 campus onth of Sam Practices and substantial of the 10 campus of the 1

POSITIONS AND QUALIFICATIONS

Dean for Research and Graduate Studies

Deem for Research and Graduats Studies
The position of Doan for Research and Graduate Studies is a smill position
reporting to the Vice Proxides the Andersic Affirst; the occupant sits as
the Studies of the Andersic Affirst; the occupant sits as
Committee. The Deam is responsible for Constitute, Excusive Affording
and the programs and providing leadership and support in the firstly and
undergotistic and splantace motion; the capacit in research and other duties
and the studies of the Andersic Affirst Studies and the Andersic Affirst Aff

University Librarian

The University Librarian to the Vice President for Academic Africa and provides direction and inaderable to the Library and Media Services as the desidentiar between the Library and Media Services as the desidentiar the head of the Library. The occupient is responsible to the Library and the Library and the provident of the Library and Library Allery and Library and Library and Library Allery and Library and Li

The Director of Extended Education

The Director of Extended Education reports in the Dean of Admissions and Records (who reports is the Vice President for Assessment Assessment (as the Vice President for Assessment Assessment of Education Programs for Education Programs for Education Programs for Education Programs promote collections and Industry, professional approximation of the Company of the C

APPLICATION

The aelection process will begis on February 15th and will continue until the positions are filled. Applications may be addressed to the Chair of the Search Committee for one or another of the positions, so care of the Office for Academic Affine.

HUMBOLDT STATE UNIVERSITY Arcata, Colifornin 95521 (707) 826-4192

Humboldt Stata is an Equal Opportunity, Affirmative Action Employee and invites applications from women and minorities.

Political Selector. Particing shad looked to be a selection of the selection of selection of

promising the conserver rath. Final state in a Green and the conserver rath is final state and the conserver rath is a second of the conserver rath in a Green and the conserver rath is a conserver rath in the conserver r

SOUTHERN ARKANSAS UNIVERSITY

SAU is a comprehensive, regional, public institution of higher education with over 2,900 students located in southwest Arkansas, and offering over seventy degree programs of both the undergraduate and greduate [Mester's in Education] levels.

DIRECTOR / DEAN OF INFORMATION SERVICES AND LIBRARY

SAU is seeking applications for a DirecturiDeon of Information Services and Libercy. Responsibilities include providing leadership and urganization of the libercy developing budget, policies, priorings, long-angeplants grounding leadilytudent relations, directing library support for estudional, public services and curlinaing education upportunities in an estudional, public services and curlinaing education upportunities in an estudional public services and curlinaing education upportunities in an estudional public services and curlinaing education upportunities. The provided in the proposal public services are considered to teach graduate level Library Media cours. Reports to the Vice Presidents for Acudents Affiliars.

coury review course, recipror to the vice Président for Anademic Affairs.

Oualifications: Strong ledership, interpersonal communication, management and planning skills, knowledge to developalitent computer information systamy-stagen analysis and related technology-based library programs and services, 3 years' varied academic library expenses expression and administratives; and ut record of professional achievements. ALA-secretified MLS required, toctorate strongly preferred. The title Dean will be exastled early if anadidate host not narroad distortors.

be considered only if endidiste hus no normed distorores.

Salary mel discommensure with qualification und experience, in addition, 3Ad offers not excellent fitige benefits peckage. Application will be leaded to the control of the

AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER

COLLEGE OF ARCHITECTURE

The University of Kentucky The University of Kentucky lawks explications and non-ineforms for the position of bran of the College of Architecture. One of the accined of Architecture. One of the acknowledged astengine of the college is its commitment to design; theory, and the history of architecture. Enrollment is finited to 300 in the dwaywell which are and architecture. The Dean will be both a teacher and an administrator. Candidates will here a demonstrated.

In a Dean will be both a feed-er and an administrator. Candi-dates will have a demonstrated commilment to excellence in architecture and architectural education and will be eligible for appointment at the rank for professor in the college. The Dean reports to the Chancelor of the Lesington Campus.

Applications from and nomine-tions of women and minorities are ancouraged. This Lexing-Lon Cerapus offers employ-ment assistance to relocating pariners. The position is avail-able July 1, 1992.

able July 1, 1992.
Applications should include a lietter euromatizing relevant protessional experience, a curriculum vites, end the names, a didresses, and telaphore numbers of tour releseroes. Applications and normalisons should be sent to: Or, Christian Havide, Cheir, Deen of Architecture Secric Constitute, of Office of the Charcellor - Lastrique Callor; Lastrique Cargon, and constitute of the callor - Lastrique Charge. callor - Lexington Carapus, 191 Administration Building, UNIVERSITY OF KEN. TUCKY, Lexington, KY 40508-0032.

Equal Opportunity Employe

Oppolitions should demonstrate subcomment at, are personal for, tenderoused at the confidence in consecution of the confidence in consecution of the confidence in confide

Prot. Corold Salanch, 0.8.J.A. Carregia Mallen University 5000 Ferbes Avenue Pittelsurgh, PA 18213-2880

Cainagle Mollen is an equal appo-infilmative easien employee particular interest in Manthylog-and minosity applicants for

FUND-RAISING CAMPAIGN DIRECTOR

Wanted for an exciting now aquarium is Charleston, Sc. Requires a dynamic sonior level person with the experi-ence, interest and ability to reliable to the Board of Directors, Donors and Com-munity leaders. Please send cardealisis, and salary carpectations, to Allerse he.



An updete from Washingtoo on what's happening in Congress and in the federal agencies that's likely to affect colleges and the people who work in Academe ---

every week in The Chronicle.

DEAN

School of Human Behavior

United States International University

United States International University invites applications and acadestions for the position of Denn of the School of Human Behavior.

The University Funneled in 1952, USIU strives to bring the world typical through education and has carpuses in San Olego, London, Midol and San Olego campus is set out officer of countries. USII's sometime of the strip, USII U is necrealled by the Western Association of Schools and Colleges.

School; and Colleges.

In School finance Beavier, Human Berbarier, Is any Green and subject to the School family makes and the School family makes and the School family makes and the School family of the School family makes and the School family of the School f

meutity and staff.

Qualifications: Candidates must have an exceed doctorate and demonstrated and extension staffs and standard comment a successful savelunite root and extension staffs and staffs and scholars are staffs and scholars around the staffs are staffs and scholars around the staffs are staffs and scholars around the staffs are staffs and scholars are staff

s and Applications should be sent to:

Oc. Jeonette Lauer
Ocan of the College of Liberal Studies
United States International University
10435 Pomeration Road
Son Diego, CA 92131

Applications should include a earrent résuraé and a lettec discussing the candidate's qualifications in terms of the criteria stated above. Applications will be reviewed commencing on Feb. 15, 1992. Candidates vious applications are received after that data cannot be promised full comidention.

United States International University is an AAIEEO employer.



DEAN **SCHOOL OF BUSINESS** AND ECONOMICS

California State University, Los Angeles

Applications and noralizations are invited for the position of Dean of the Studies of the Studies and Economics with a starting take of here 22, 1992. The and vice President for Action during the Schula and reports to the Frond of Vice President for Action during the Studies and expects to the Proposition of the Studies of Studies and Studi

million of to allivation and access access and a secretariance experiences. Becomments we because the Repossibilities induction, and demonstrated schooling with the Repossibilities and Repos



STOP 501 GHZ Last GOZAA suffered.

Period Chemothermals between of the control of

of regions in councility, including overhead of the control of the council of the

14604.
Prevelogy Lande-Blyon Colise buffer topication for a surer mer position in Psychology at the Auditor) Forbids main Frychology at the Auditor) Forbids main should have a first congenition to period a sure of the Auditor of th

Dean

College of Arts and Sciences Cleveland State University

Cieveland Stata University is seeking a creetive teacher/scholar to lead the inspet academic unit at the center of a comprehen-ave university. The successful candidate must have:

a passion for the world of Ideae and an opennass to their

a passion fair the ventried or tosses after are open-more to write deviewer expression at compression reversity of curus within a mount of triticious descounted for Profession; a femonicaritation control of Profession; a clear vision of the rick of a complex organization; a clear vision of the rick of a complex organization; a clear vision of the rick of a complex organization; a commitment to recruitment, referration, and development of a diverse uninvestic community; a same of perspective and furnor.

finerity and woman candidates ere urged to apply. The College of Arts and Sciences has exproximately majors and over 400 full and part time lacuity in 23 depart and 46 degree granting programs at the beccalausate, m and doctoral levels with a budget of \$25 relition.

gan occurate review and a bodget of sect resource.

Clewhand State University is a large urban university serving Northeastern Chio and annolling approximately 19,000 students in six undergraduate academic colleges (Arts and Sciences, Bushess, Education, Engineering, Law and Urban Allelre) and the Graduats College.

yes uncursus conge.

Gowlend is a randesance city in a metropoliten eree ol 2.5 million people. It is blessed with a world-clase symphony cochests, files missuems, the third largest public library in the country and ecceedings opportunities allorced by Leis Elie and an autorelive metropark eystem, all within the context of estimating ethric and racial belance.

seminating entre of the class bearing.

Applications and nominations will be revisived immediately but accepted up until the deadline of March 1, 1992. Cardidates should showle a letter of interest, resume, and the numes, actimess and elephone number of three releances by: 3r. Santara Gesen Committee Chair, co Office at the Provision, Cleveland Stelle University, Claveland, Otto 44115, FAX: (216) 687-9290. Equal opporturity employer, m9th.

CSU Cleveland State University

MANATEE COMMUNITY COLLEGE

Manatee Community College [MCC] involes mpylicitisms for three [3] totlentic doministrative positions. The positions, available beginning to the property of the property of the property of the property of the other states are seen for a fast and replie articles of the property of propert

8RAOBNTON CAMPUS: Bradenbyn, FL. 50 miles south of Tampa and St. Petersburg: 10 miles morth of Sacosota.

BAOBNTON CAMPUSE Brade given, H. 52 milles south of Temps and S. Febreborge; Il miles norm of Salassatu. Done of Andreas (Affaire, Yourki 99/22-21.) The Plan reports directly in the Company of Andreas (Affaire, Yourki 99/22-21.) The Plan reports directly in the Relation and representation of the currentum on informational affairs at the Relation and representation of the Company of the Company

quired.
APPLICATION PROCEDURE Far all positions, send letter of intent to
APPLICATION PROCEDURE. Far all positions, send letter of intent to
APPLICATION PROCEDURE. Far all positions 1849, Bodenion, Fi
APPLICATION PROCEDURE. For all positions 1849, Bodenion, Fi
APPLICATION PROCEDURE. For all positions and positions and positions are consistent of the procedure o

The said could because the search markoth.

The said could because the said could be said to the said of the said



Winona State University

DEAN OF THE **COLLEGE OF BUSINESS**

Where Seah University invito, a speciation and noninestors for the position of Dense of the College of Bencerick and College of Section 19 to the President of Pr

business programs.

Winnon States, o member of the Minnesote State University System, is a comprehensive regional institution. Enrollment is about 7,500 full- and parties statement. The University is situated in the besulful Misstatepip River community of Winnow (population 30,000). The Richester Center campus is located in Richester, MN, home of the Mayo Circle and IBM.

located in Rochaster, MN, Isom of the Mayo. Crite on IBM.

The successful candides must have never assert decisions from an accredited greduals institution in our of its major disciplant impressed in the Criteria Greduals institution in our all the major disciplant impressed in the Criteria Greduals for the Criteria Greduals and Criticia Greduals and Criteria Greduals and Criticia Greduals and Criteria Greduals and Criticia Greduals and

Letter of interest, résumé, and list of nt least time references, with phonn numbers and addresses, should be sent to: OEAN OF BUSINESS Search, Affirmative Action Office, P. O. Box 5838, Winona, MN 55987-5838.

Winona State University is an Equal Opportunity,
Affirmative Action Employer.

Action and disabled individuals are strongly encouraged to apply. Woman, minorities and disabled

CENTRAL ARIZONA COLLEGE



Seattle, Washington 98122-4460 (206) 296-5760 Fax: (206) 296-2163

ASSISTANT/ASSOCIATE DEAN SCHOOL OF EDUCATION

(Tenure Track Available)

Lenture Track Available)

Sastile University, a losuli insilitution founded in 1891, it is his agest independent university in the last of the last of

tion standards.

The Austrant/Associate Doon works closely with the O-san nod sealest in representing the Scimol to the contract professional conventuity and representing the Scimol to the contract to the standard sealest the contract of the standard sealest th

piesiblio reiezigli ni fanno i his School'n gradunis program aveus. Qualifications: An esmedi destretion in Education or closely reletat find. Successful implicately insecting experiences enterested insolventity experiences and excessive and experience conductation has or assistant and activities of the contract of

communication of our position in imagenium accusion and seal their payers campatible with Seattle University's Cabble and Seattle Best payers are proposed to compenious and couliborations. Letters of application postmeted by Pebruary 10, 1982, will receive full consideration. To apply, send letter of application, wite, and name, address and taleplanes unabered three coursel deformation Margaret M. Haggerty, Deen, School of Education, Sential Deliversity, Sectila, Washington 69122.

Sacitle University in an equal opportunity, aftermetive action ampinyor.

PENNSTATE

CENTRAL ARIZONA CULLEGE

BAND (PINTELTCONA). SERVICES (BEADLINE SEXTENDED) [Sigsal Park as A pacto issuedna company. Ententials Mentar's depres from
regionally accretical establishin in an exademic discipline, alexational submission or public administration; touching experience at a presencondary institution and two particular packages and a presence of the secondary of the secondary acceptance, organi-vational and commission with the secondary acceptance, organi-vational and commission of the secondary acceptance, organi-vational and commission of the secondary acceptance and a secondary of the secondary of the secondary of the secondary of secondary of the secondary of the secondary of the secondary of secondary of the secondary of the secondary of the secondary of secondary of the secondary of the secondary of the secondary of secondary of the secondary of

1802. Approximate Starting Dates We last time July 1, 1002.

**RECTION OF PRETICIONAL TIEEDOMANINICATIONS & SUPPORT SERVICES (Marieta) (MADLINE EXTENDED). Essentials: Marieta (Marieta) (MADLINE EXTENDED). Essentials: Marieta degenerate many regionally exceeded insulation in startuction at technology or selecommunications or related flood plus two years experiment. In most under the control of the control of

To apply for either of these positions, send letter of interest jetelo which complex you are interested inj, research, list of three professional references with pison contribute, copies of the process with pison contribute, copies of the process with pison contribute, and the pison contribute of the pison of the pi



The most extensive listing anywhere of jobs available in higher education —

every week in The Chronicle.

Pennsylvania College of Technology

CHIEF CAMPUS OFFICER

Located in Notth Cantral PA, the Pennsylvenia College of Technology is a comprehensive two-year institution with a realizate reputation for the quality and diversity of its advanced and emerging technology programs. The college is a component of a component of the college in the college is a component of the college in the college is an expension of the college is an ex

Infinium qualifications include a Master's degree in an assa of teaching specially at the North Campus, educational administration, or uncludind evelopment; accessed it seaching experience to the appearance of the season of th

Submit latter of epplication, neaume end nemes, addressas and telephren numbers of hires professional reterrores to: Personnal-control of the professional reterror of the professional Collega Aversus, Williamsport, PA 17701. Deadlins for appli-cations is February 1, 1992, or unit eutlable candidate is identified. Selary is commensurate with credentiles and autablished orthers.

An alfirmative action/equal opportunity employer Women and minorities encouraged to apply.

mately J.(200, 1000 has had an increase for tries. The Programmy Darrier programmy latter for the Programmy Darrier for the Programmy Darrier for the Programmy Darrier for the Company of the C



PENNSTATE



DEAN OF THE SCHOOL OF COMMUNICATIONS

The Pennsels and State University invites applications and nonmation for the position of Dean of the School of Continuo allows. for the position of Doni of the School of Usinimum alters. IRIG (ANCERITY, From State is land-grant trainfum conding approximately 1990) under graduate students, and 1997 (graduate students and 1997 (graduate students). The Interview's regionalized the distribution of 21 to major local training and the students of 21 to major m

he research unberedite.

III Se 2ff 10; 2 Jis School of Uncomptioning to committed to achieve the 10 M Se 2ff 10; 2 Jis School of Uncomptioning to committed to achieve the training and the self-to-make and residence of the properties of the proportion of the propo

line courses for the earlier Dailverity student body. THE POSTTON The varewords multilate will have a probessional or obstragabled who daily nearl, he deeply committed to the value of a Heart christian, and have the bodygamant security and skill in sourle effectively with a diverse facility, said, students, durant, and the Pubra-tive political probability of the Committee of the Committee of the value of the Committee will evolutie each opplication according to the follow-ing effects:

merica.

Appropriate nearbonic credenteds and a significant reserved of professional analysis scholarly and research accomplishments commersurate with appaintment as a terminal full professor within the School.

Administrative experience and existence of callegial leader-ship, manageneral, and communication skills.

Potential for seeming untside linancial support.

Commitment to the principles of freedom of expression and cultural aftersity and on understanding of the University's

manage intestors.

APPLICATIONS AND NOMINATRINS: The search reautines will begin in review application in mid-lanuary and continue in review applications in mid-lanuary and continue in review thera multi-continue for review and polynomials of the result of the results of the resu

Dr. Jontes C. Moeser, Chair School of Communications Search Committee The Pomysleadh State University 801 10d Main, IROX CHE University Park, PA 16802 An Alfrantive Action, Espail Opportunity Employer Women and Minurities Engineered to Apply

UNIVERSITY OF NORTH TEXAS DEAN

COLLEGE OF ARTS AND SCIENCES

The University of North Texas is conducting a search to fill the position of Down of the College of Aris and Sciences.

The University of Neuril Reas is conducting a search will like positions of bean of the College of Aris and Sciannes.

The Oran is the child catchenic and administrative officer of the College Oran is the child catchenic and administrative of the College of Application or nominees for this position administrative and the Application or nominees for the position administrative of the College of the College

ominations enough as addressed to:
Clieir, Search Committee for the Dean of
tha College of Arts and Sciences
University of North Texas
P. O. Box 13707
Denton, Texas 76203

The University of North Texas is an equal opportunity, offirmative action employer. Women and minorilles ore ancouraged to apply.

Pyrchelagy: Westlance: Size Li Jewelly Pyrchelagy: Westlance: Size Li Jewelly Pyrchelagy: A spring of the Committee of the Co





Winona State University

DEAN OF THE **COLLEGE OF LIBERAL ARTS**

Whono Sare University invites applications and nominations for the position of Date of the Codego of Library Arts. The Date is responsible to the Vice that the Arts of the Codego of Library Arts. The Date is responsible to the Vice the ability to manage the facil salish of ladders to code good or lower with the facility origination within a collective bargainty context. The Date napservises the option of the Codego article of Lordon and Codego articles (Lordon Lordon and Lordon a

approximately 100 faculty. Whones State, a member of the Minnessona State University System, is a comprehensive regional institution. Enrollmant is about 7,600 fall, and partime students. The University is student in the beautiful Ministerpe River communely of Winnes (projudation 30,000). The Rochester Cemer compus is located in Rochester, MA) horse of fine Mego Clant end SM.

coord in Niconseis, (NI), You only the Mayor Cibic and ISM. The successife candidate must have a second doctorate from as according to the second control of the second control

amministation and lattifiately with outcome Indicators
Salay ringe is competitive, depending on qualifications and experience.

Open until filled. Nominations must be postmarized by February 1, 1992,
Screening of applications will begin February 21, 1992.

Letter of Interest, resumed, and these eletters of relevence should be sent lici.
DEAN OF LIBERAL ART'S Search, Alternative Action Office, P. D. Box 5838,
Whoran, MA 55967-3838.

Winone State University is an Equal Opportunity,
Affirmative Action Employer.

Women, minorities and disabled individuals are strongly encouraged to apply.



ASSISTANT DEAN **Kearney Division**

MacIGGA (Center)

The University of Vehiculas Justical, Geres Callege, v. Nutrila invitaspoliciation and continuation to the sensite baseling, v. Nutrila invitaspoliciation and continuation to the sensite baseling, v. Nutrila invitaposition of the property of the

Candidatar thould submit a lever of application, Curiculum vitee, and the

Dr. Rosafee C. Yeaworth, Oean University of Nebraska Medical Center, College of Nursing 600 South 42ad Street, Omena, NE 68190-5330 Review of applicants will begin lanuary 24, 1992, and coallaue until position is filled. The University of Nebraska Medical Center offen a competitive salay with excellent benefits and is an Equal Opportunity, Affirmative Action



Coverage of breeking news that affects higher education - from state capitals, academic conferences, and campuses throughout the country and the world -

every week in The Chronicle.

ASSISTANT DEAN Regional Campus



Kent Stele University Ashlabula Campus invites nominalions end applications for the position of Assistant Dean The Assistant Dean is responsible for academic attalis, including the planning and evaluation of academic programs, recruiting and assigning part-time faculty, owner scheduling, taculty uelations, program and laculty develop-ment, and assisting the Dean in matters of budget, laculy personnel management and campus operations.

One of seven regional campuses of Kent Stete University the Campus is located in the City of Ashtabula on the share of Lake Etie. The campus offers freshman, sophomore and a few upper-division and graduate education courses associete degree programs in Business, Engineering and Computer Technologies, Human Services, Nursing and continuing educetion programs. Thirty-two full-time faculty ere employed and the Fall 1991 enrollment was 1.020 students.

An earned doctorate as welt as successful college teaching and administrative experience are required. This is a twelve-month appointment effective on or about July 1 1992. The Assistent Deen must qualify for e tenure-track faculty eppointment and reside in the area served by the cempus.

Salary and renk will be commensurate with quelification Application deedline: March 1, 1992.

Submit letter of application, vite, transcripts, and names and addresses of three references to:

> Dr. John K. Mahan, Dean Kent State University Ashlabula Campus 3325 W. 13th Street Ashlabula, OH 44004

Equal Opportunity/Affirmative Action Employer



University of Pittsburgh

invites nominations and applications for the position of

DEAN of the

School of Education

The School of Education offers graduate degree professional certification programs for 2,500 full- and past-time attutents, losters an extensive education resourch agental and maintains a network of service and outreach partnerships with regional, national and international educational agencies and institutions.

and institutions.

The Dean is the senior faculty member, administrator and the acidenic officer of the School of Microalion, and reports in the Provision Officer of the School of Microalion. And reports in the Provision Canadian Provisions of the Provision of

to attoring and imaginative leadership.

The initial acreening of applicants will begin February 14, 1992 and will continue until the appointment is made. Rominationa and letters of application, including reformed and the names, addresses and phone numbers of at least three references, should be aentron.

Dr. Alan Lesgold
Chair, Dearia Saarch Committee
Offise of the Provost
801 Cathedral of Learning
University of Pinsburgh
Pittaburgh, PA 15260

The University of Pitisburgh is an Equal Opportunity Employer Women and minority group members are invited and excouraged to apply

The contract of the contract o

BULLETIN BOARD: Positions available

DEAN College of Mathematical and Physical Sciences STATE

The Ohio State University invites noninetions and applications for the position of Dean of the College of Mathematical and Physical Sciences. The College has hed a record taken by the College of Mathematical and Physical Sciences. The College has hed a record taken by the North College of the College of t

QUESTIGATION FOR the position include e distinguished scholarly record in research and teaching plus demonstrated leadership and ediministrative ability. Cardiciates must qualify for a teneral apportment as Prolessor in one of the departments of the Collegs. The University has an aggressive altimative action program and seath en Individual with a strong commitment to the concept. The Deem is the Chile Executive Officer of the College and reports be the Provist of the concept. The Deem is the Chile Executive Officer of the College and reports be the Provist of the manufacture of the Chile Executive Officer of the Executive Officer of the Chile Executive Officer of the Officer

The College consists of seven departments: Astronomy, Chemistry, Goodetic Science and Surveying, Geological Sciences, Mathematics Physics, and Statistics. In addition, there are a surveyer of crossed scienciary degree programs, research certise and institutes. The College has a loudy of 250 and has an arrival budget of \$85 million. The research interactuous is antimiced by The Chib Suprecomputer Carlier, Sociation on carquist, profifing science is celliform.

The position will be evaluable July 1, 1902, Salary and other considerations will be considered that the university's commitment to recruiting the best qualified individual. To seasure full consideration, applications and normations enturing the necebed by March 1, 1902. The Secret Committee will begin accreteling doeslers on that date and will continue to review applications until the Dearline selected.

Applications and nominations should be addressed to: Chairperson, CMPS Dean Search Committees, Office of Academic Affaire, 203 Bricker Hall, 150 North Ovet Meil, Columbus, Ohio 43210

University of Massachusetts at Amherst DEAN OF THE

COLLEGE OF ENGINEERING

The University of Mesachuseits invities applications and nominations for the position of Osen of the College of Engineering is comprised oil 1,000 undergradules end 600 greatures underted in the Opastments of Chemical, Chill, Electrical and Computer, funderfel, and Machanical Engineering, an office angus 185 in Engineering American and September 4 correctly and September 1 and Se

pisting construction of a student center.

The Deen of Engineering reports to the Provost. The successful candidate must possese:

An exemed doctores in engineering or science-related lated.

A designated moon of ear a schole wheeling commitment to research and seaching

A designated with the schole of the sc

Solary comments in subsequence of the control of th



University of Massachusetts

The University Of Alabama In Huntsville

DEAN OF THE LIBRARY

The University of Alabarus is Huntworfe invites applications and nomina-competence of the Competence of the Competence of the College of Competence of College of Colle

The Doesn of the Glazy pepash, effectly in the Provest and is retiputable for the administration of the consumers of the Glazy pepash of the Glazy

made, and national agencies, and to the original contentity.

Qualifications include a nelevent advanced tip one, and a 14(1) would be considered in the content of the con

Send resume and names of at least three current references to

Office of the Provoti Medison Haff (23) The University of Alabama in Hunitville Huntviffe, AL 35899

Review of applications will begin February 15, 1992, and will continue this the position is filled. The University of Alabama in Huntsville is an Equal popularity. Alternative Action Institution and particularly invites applica-

Sections in shumed for a community of the control o

AUBURN UNIVERSITY Dean, College of Liberal Arts

Nominations and applications are inheld in this search for this position of board of the College of Useria Aris of Autom Libertally, a land-grant undersysted in 20,000 and the College of Useria Aris of Autom Libertally, a land-grant undersysted in 20,000 and the College of Libertally and Li

CIAMATICATIONS GESTIECO

a Record o Lacestron in baseling and research/creative activity

successful actionitic destinates the especiation

successful actionitic destinates the especiation

successful actionitic destinates the especiation of the especiation of the especiation of the especial commitment of security participation in university governance

commitment or Administer Actionized Employment Opportunity

The salary and surring date are negotiable. Applications or nominated should be authented to:

should be submitted to:

Dr. Richard Duble
Orals, Search Committee
3004 Hally Carder Scale
Applications should include a least of innerest addressing special questions and a feared; place a let of the coursel determines. The Committee will be committee to the coursel determines. The Committee will position is freed, j. 1972 and will continue until position is fined.

ARABIM LIAMSERTY IS AN AFRIBANTIES ANCHON, ECUAL OPPORTUNITY SUPLICES.



Lists of the latest books of interest to Academe— scholarly books and books about higher education ---

every week in The Chronicle.

DEAN **HOWARD UNIVERSITY** SCHOOL OF DIVINITY

The school:

Located in the Nation's Capital, stored interactly is an intoincely Located in the Nation's Capital, stored intoined by Located in the Nation's Capital (Indiana) and the National Capital (Indiana) and Indiana (Indiana) and Indian

Responsibilities and Duffee:

Responsibilities and Duffes:
The Dean is the principal sexecutive officer for the School and the Chair of the Duffer Shool Sequity the Dean reports directly to the Duffer Shool Sequity the Dean reports directly to the Duffer Shool Sequity the Dean reports directly to the Duffer Shool Sequity the Dean set the Shool Sequity the Dean Sequity the Shool Seq

Ouelfilositions: Condicions to the position must hold the Ph.D. or equivatent and Condicions to the position must hold the Ph.D. or equivatent and Professor. He or she must have demonstrated evidence of solid teach-ing, reservin, and administrative superiorics. Applications must also task superiorics with Alinbar American communities in tighty demonstration task superiorics with Alinbar American communities in tighty demonstration Applicants made be fully committed to preparing a broad reaped record in creative approaches to tund relating and other creas of final tulional development.

Howard University is an Equat Opportunity Employer, wheel chair accessible.

accesses.
Interested persons are invited to send a curriculum vites with four references (names, addresses and phone only) to 0v. Cain Hope Felder, Cheir, The Committee, Howard University Action of Divinity. 1400 Shepherd Street, M.E., Washington, D.C. 20017. The deadline for elf applications is February 1, 1992.

scenic four-season monately region. Complete suplications received by February 13, 1987, and 198

Affirmative Action. Bental Opportunity Perfections Particle Understall broats are informative and produced by tablectors. The produced by tablectors of the produced by tablectors of the produced by tablectors of the produced by the angientous control of the produced by the produced by



DEAN COLLEGE OF BUSINESS

The University of Wyoming Stylies nominations and applications for e position of dean of the College of Birstness.

the position of doan of the College of Brishness.

In Pealthin. The doan exput is the proposal and in responsible in InPealthin. The doan exput is the proposal and in responsible in Service, external shiers, and fund-indexing programs or the College of Brailiness. External emphases of the position are increasing, the level of external lineding, dealing soft diverse, consultanerices, derivery of one of the college of the service of the college of the co

mains of the college, and working effectively with the university's central The College, The College conducts and three departments accounting and hunner, and management and marketing. The college offerer an IGMA McC. departer in contention of minority and the properties of the college offerer an IGMA McC. departer in contention of the college of th

annually, and abundant year-caund authors recreation opposituation. Qualifications. Cardiolates make have a necond of schoolary schicus-cologie. While in doctorate is principled in a consideration will be given to challe a cardiolate who have in strong encord of schicus-need in business or government and significant respectives with a sactionic asynthasis on a potential control of the control potential. The proposal action of the control of the control of the social control of the control of the control of the control of the social of the control of the control of the control of the control of the potential of the control of the control of the control of the social of the control of the control of the control of the control of the social of the control of the

Application/Nemination. Applications must be meeted by March i, 1992. However, the search will continue until an acceptable candidate is

Applications should include a cover letter and a vita. Applicants should have letters sent from four professional relevences. All misterials should be addressed to ken Criffin, Chair, College of Business Dear's Search Committee, P. O. Box 3302, University of Wyoming, Laramie, WY 2027;1 (arc. 1607) 765-2606.

The University of Wyoming in an equal opportunity, affirmative action employer. We encourage applications from women and mambers of minority groups.

RUTGERS

DEAN

Camden Coilege of Arts and Sciences and University College

Butgets—The State University of New Jersey at Carnidae Invites nombin-less of the Control of th

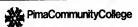
y 19% or me audent body resides on campus. Qualifications, Applicants for the position must hold an earned doctorate in an appropriate discipline, have significant teaching and administrative experience as well as a sector of outstanding should be about a schewered com-mental teaching the production of the providing violating leadings in the production of the production of the providing violating leadingship in all applications.

The Campus Ratgers-Cemden is part of a multi-campus state university with locations in Camden. Newark and New Brunswick. The Camden Campus enroits approximately 57,00 students in the College of Arts and Sciences, University College, School of Business, School of Law and the Graduate School.

Nominations and applications [including curriculum vitae and the names addresses and telephone numbers of five references) should be submitted by 15 february 1992 to.

Employment eligibility verification required. usity is an Affirmative Action, Equal Opportunity Employer.

Perchologen. Chalterment, Decognization of Perchologen. Chalterment, Decognization of Health of Perchologen. Chalterment of the Health of Health of Perchologen. Chalterment of the Health of Chalterment of the Health of Chalterment of the Health of Health o



ASSOCIATE DEAN OF INSTRUCTION For Instructional Support Services

West Campus

The Associate Dott of Institution gains, there and records the educational extracts of an activities dishibity conditions assigned arthress with other Codings Challons, the complex definitions to equipped arthress with other Codings Challons, the complex definitions to equipped and the codings of the coding of the codings of the codin

max unminists corege terming is pretweet.

Roundings or conjustational and management practices as applied to the planning, analysts and evolutions of programs, polices and aportional metods. Proviptes and practices and aportional metods are provided as a proprietion of the proposition. Intelliging compension, relatings of professions evolutions. Perform Federal, States, and Loud laws, cooles and explantions brenight and procedure of academic or distributions and monitoriously programs development and and procedure and procedure

hercycles and procedures of acuteurs and motivational pagasin the obstance in the most and instructional pagasin the obstance in the area of actigations. In the area of actigations in the area of actigations in the area of actigations in the area of actigations. All the actigations in the area of actigations in the area of actigations of actigation of actigations actigated actigations of actigations of actigations actigated actigations of actigations actigated actigations actigated actigations actigated actigations actigated actigations actigated actigations actigated actigation actigations actigated actigation actigat

Review of application, will commence an February 5, 1992 and will continue until the position is lifed, to be considered, a completed Plana Community College application, a festion, until lamacing and the name of their oil scumm statement substituted, affairs to complete the application requirements will rated in elimination of canditately all olicitation considered application requirements will rated in elimination of canditately all olicitation considered plans of the plane of th

PIMA COUNTY COMMUNITY COLLEGE DISTRICT

MIDWESTERN STATE UNIVERSITY Dean of Students

Aress of responsibility include supervision of the directors for student housing, developmental programs, Greek organizations, stadant center operation, directors for student housing, developmental programs, Creak or ganklations, stadent center operation, includes center operation, includes center operation, includes selected programs and stadent discipline. Other areas todges see the control of the control of

explain repetation unique in a risa 1972, 1997. Permit e and Minority applicants are necouraged to apply.
Midwestern Stato University has an enrollment of 5,600 stadents and it located in Wichita Palis. Texas, a city of 100,000. The Dallas-Ti. Worth metroplex is 130 milas to the roath and Oklahoma City is 150 milas to the cont. Mine scadenic divisions offer degrees at the associate, baccel surreate and master levels.

Equal Opportunity/Affirmative Action Employer



An update from Washington on whet's happening in Congress and io the federal agencies that's likely to affect colleges and the people who work in Academe -

every week in The Chronicle.

DEAN Regional Campus



Kenl Sele University Invites nominations and explications in the position of Deen oil to Geouge Campus. The Campus I are of the seven Kent regional campuses in northeast Oftis with comprise a system entolling needly 9,000 students. The University is fully recordited, as a system, by the World Celest University is fully recordited, as a system, by the World Celest University is fully recordited. As a system of the Campus laboration of the Celest C o urban, suburban, and rural meas

Enrollment in the Fall 1991 was 634 students with an FTE of Enrollmen in the Fall 1991 was 634 students with an FFE 313. The student profile is similar to that of a small sububa community collegu. Academic programs include instance and sophomore baccalarvedio courses, unit escociate degines in business managonemi, compoter sectionally and bachase studes. The Campus ollors training for area business and inclusify and provides the usual student business and inclusing the programs and the very composition of sudernit large programs and the very composition occurses.

The Deen is the chiel executive officer for the Campus and reports directly to the Vice Provost for Regional Campuses. The Deen has broad seponsibilities for academic and artimitization leadershop, Intendal management, planning, personnal actions and all other expects of campus operations. The Deen is the light personal actions. University's representative to the community.

University's representative to the community.

An earned doctorials, successful prior college isacting, and administrative experience is required for this position. Preference with be given to applicants with experience in institutions ollering both treatmen and sophomore thank are courses and sesociate degrees in business and compete courses and sesociate degrees in business and compete course and sesociate degrees in business and compete programment in Lithus expected by the contractive of the community of th reside in the community.

This 12-month appointment will be made on or about August I, 1992. Salery end renk are commensurate with qualifications. Application deedfine: February 15, 1992. Nominations are applications should be sent to the following address, and epplications should include a letter, vita, transcripts and name end eddresses of three references:

Dr. Shirtley Barton Aselsiani Dean for Acadamic Affairs & Director of Two-Year Technical Progrems Regional Campusa Keni State University P.O. Box 5190 Kenl OH 44242.0001

Equal Opportunity/Affirmative Action Employee

KALAMAZOO COLLEGE

Dean of Chapel

Kolamazio Culingo re-uprens is swarch for a Dean of the Chapel. Reposling directly in the Proxident, the I have serves an patient in the campins community. Specific responsibilities include Eddy morning chapel hour programs, special bitripical services, Deligowake convincations, Supervices of and superport to chapse religious activities and organizations, leadership of undy and colleges activities and expenditures. Readership of undy and the conception of presented coursesting in the control of t

Although Ph.D. Is not manotinery, relevant academic prepar-lion, pritestinnal cradentials and ministerial experience are e-quired. The successful candidate must appeciale, support and represent on informed and open the

The desired beginning dote is September 7, 1992. Application received by Jonusory 24, 1992, will be assured of full consideration, but life search will remain upon until the position is filled. Send letter of application, résumé, and the names of there references to:



Dr. Lawrence D. Bryan President Kolamazoo College 1200 Academy Street Kalamazoo, Michigan 49007

Women and minorities are encouraged to apply.

regional, four devey lengt, with the street of the street

SOUTH DAKOTA STATE UNIVERSITY

Dean of College of Arts and Science

South Dakota State University invites applications and nominations by Dean of the College of Arts and Science, a 12-month position, with a starting date of July 1, 1992. Salary is negotiable.

useing date of July 1, 1902. Salary is negotiable.

The Dorn is the chief administrative and nerdomic utilizer of the College of Ans and Science which is comprised of illusion departments. American Landing and College of Ans and Science which is comprised of Miles of Ansert Languages. Congraphy: Hoshiel, Physical Education and Recrusion: Hoshie, Fearmains and Mane Commitmetellum, Millary Science, March, Physical Carriotte and Recrusion: Hoshie, Fearmains and Mane Commitmetellum, Millary Science, March Languages, and Mane Commitmetellum, Millary Science, March Languages, and Mane Commitmetellum, Millary Science, March Languages, and part-time Ecolety slong with 42 and 1981. These are 12 July and part-time Ecolety slong with 42 and 1981. These are 12 July and part-time Ecolety slong with 42 and 1981.

nemiera proudding testitung and administrative support. The Dass moprate is the Ver Persident for Academic Alairs and is a member of the Academic A

members of the measure. Security of the control In D. or evaluation from an ac-graph, and the control In D. or evaluation from an ac-plet of the control In D. or evaluation from an ac-ceptant fail-there experience in Injury en deutenting, record of accessed and extract interface experience in Injury en deutenting, activative, and surface; storage commitment to undergrand save and granduate reducation, surfaces and the commitment of the control Injury endeath of the con-putation of the control Injury endeath of the control Injury end-sates and administrative experience in higher education; capteriors in leading preparation and allocation, ability to understand and promote divisors and endeath of the control Injury endeath of the con-trol Injury endeath of the control Injury endeath of the con-trol Injury endeath of the control Injury endeath of the con-trol Injury endeath of the control Injury endeath of the con-trol Injury endeath of the control Injury endeath of the con-trol Injury endeath of the control Injury endeath of the con-trol Injury endeath of the control Injury endeath of the con-trol Injury endeath of the control Injury endeath of the con-trol Injury endeath of the control Injury endeath of the con-trol Injury endeath of the control Injury endeath of the con-trol Injury endeath of the control Injury endeath of the con-trol Injury endeath of the control Injury endeath of the con-trol Injury endeath of the control Injury endeath of the con-trol Injury endeath of the control Injury en

ern, unt interpersonat communication akilts.

Desired qualification includes credence of innovative administration beatest qualification includes credence of innovative administration of the communication of the communi

College of Arts and Science.

Detailed postlind neterciption available. Inquiries, nominations, and letters of application should be directed by: Arts and Science Dean Search Committee, Arterition: Dr. Leon Rancy, Chalipperson, Box 1515, South Dakobs State University, Brookings, Smith Dakots 57007; phone 1605; 68-3108, FAX 1605; 686-5103.

808-2108, FAI 1805) 600-0133.
Applicants should forward a fedler of application endressing the above galidicition requirements and a curriculum viter. Tuter correct letter against a special content of the special special content of the first application is Jonassy 31, 1992 or until a satisfied causifiate is found. South Dakots State University is on Affirmative Action, Espaid Opportunity Employer. Winness, and difficently abold an monettaged ************************************

University of Colorado at Denver COLLEGE OF BUSINESS DEAN

The University of Coloradic at Denver invites applications and nominations for the position of Dean of the College of Rusiness and Administration and the Finalizate School of Business in assume duties July 1992.

the meterical cambidate should have demonstrated:

- effective leadership relevant to an public business college: ant experience with and approximation of academic processes
- an understanding of the roles of research and teaching in the
- university setting: success in developing relations with community, industry, and
- the capability to communicate and work well with diverse compas-conditions is.

The University of Colorado at Denver is located on a beautiful arba compass and was recently a ranked academically as one of the best regional universities in the West. It is compased of seven colleges and schools enrolling over HADRH stadents. The College of Hasiness Companies 15: comprises 45 faculty who have achieved a distinguised research an publication record, hos the largest AACSB accredited graduate program in Colorodo, and serves over 2,400 undergraduate and

Consideration of completed applications will begin on 5 February 1992 and confine until the position is filled. Applicant and nominate until should be position is filled. Applicant and nominates should about a letter summarizing qualifications; a current what and fee mens, address, and telephone numbers of five references to Dean Emerlus Paul Bartlett, Chair: College of Basiness Deur, Search Committee, University of Colonnois and Emerlus (2017). Box 173364; Denver, CD 80217-3364

The University of Colorado at Denver's strongly committed to schencing the diversity of its faculty and steff and invites and encourages nonunsions of and applications from women and members of eithir c minority groups.



Administrative Position Dean of Learning Resources Utah State University

Administers and coordinates the University's libraries, telecommunication, publication, photo, telephone, and computer services. Reports administratively to the University Provost. Responsibilities include: lectifitating and versity Provide, the development of university libraries and telecommunication technologies and resources, edministering budgets, policies and soliciling support for development of library and information technology service; providing leaderating in the further development of distance education services and lecilities. Qualificaof distance education services and lecitilles. Qualifica-tions include: semed doctors; experience in Jeerning-resource releted programs and university edministra-fion; ability to manage budget and coordinate of edverse working with others, expellent a hould submit le letter of spellestine stating goels and philosophies applicable to this position, a current resumé, and the nemes, address-e, and phone numbers of the references to Dr. John R. Cragun, Chell, Seach and Scienning Committee, Utah State University, Logan, Utah 9822-3555, phone (801) nouncement is evallable upon request. Review of appli-pations will begin February 25, 1982 and will continue begins will begin February 25, 1982 and will continue nouncement is evellable upon request. Review of appli-cetions will begin Februery 29, 1992 and will continue until an acceptable candidate is selected.

USU is en AA/EO employer; women end minorities ere strongly encouraged to apply.

VANDERBILT UNIVERSITY Dean, Blair School of Music

Vanderbill University invites applications and nominations is: the posi-tion of Dean, Glar School of Music.

tion of Dew, Net School of Mulc.

Reporting directly to the Process, the Osen is the chief administrative others for the school with the responsibility of insteading an environment witch will advance the growth of a young program within nor of the nation's premier universities. In that context the search committee seeks conditioned on all control seeks of the context the search committee seeks and the conditions of action of the conditions of the conditions and communication. Conditions are expected to lave professional condensations and communications. Conditions are expected to lave professional condensations and communications.

excellence in music, hmad side in the development of material resources, qualities all seaders) which will of such make the school in 1884 and of 1886 in programment of 1886 in 188

ations by January 25, 1992 to:
Christian Teal, Chair
Blair School of Music Gean Search Con
Office of the Provosi
221 Kiridand Hall
Vanderbit University
Nashville, TN 37240
IAX No. (615) 322-7629 Vanderbilt University is an Equal Opportunity, Affirmative Action University, Qualified women and minorities are especially encouraged to apply.



Coverage of breaking news that affects higher academic conferences, and campuses throughout the country end the world -

every week in The Chronicle.



DEAN **COLLEGE OF EDUCATION**

University of Central Florida

The University of Curversary on Control Florida
To University of Cantrol Freddo Invites applications and comisentes to the position of bost of the College of Education. The University has no strong institutions Commitment to the principle of diversity has no strong institutions commitment to the principle of diversity. In this spisit, we are particularly is strested in receiving applications stom to broad spectrum of people, including women, nemebres of white mineralities, and disabled individuals. The Deem's negociable shall be considered to the College of the College Reporting to the Proceal, the Deen appreciation the College to the compus, the Sinte of Florida, and segional and notices of applications.

ol originations.

The Bullwestity The University of Central Florida, o comprehensive The Bullwestity The University of Central Florida, o comprehensive The Bullwestity The University The

major corporations.

The College in College of Execution is an NCATE occredited, comprehensive professional college with \$2 designer programs of the professional college with \$2 designer programs of the professional college in the professional college is an extra professional college in the professional college is an extra professional college in the professional college is not professional college in the college is in one settled period of curricular discussional college is not existence of the professional college is not existence in the college is in one settled period of curricular college in the college is in one settled period of curricular college in the college is in one settled period of curricular college in the college is college in the college in the college in the college is college in the college in the college in the college is chair for Essentity general college in the college in the college is chair for the college in th

ony.

The Pealtion: The saccessful condidote abould possess exemplar appariance on a teacher and action that meets he standards for large statements of the same statement of th

loboration with actools and agencies.
Storting dole for the position is july 1, 1982. Formal review of condidates will begin on February 7, 1982 and will continue until the position is tilled. Complet in opplications about distributes: a lister describtion is tilled. Complet in opplications about distributes: a lister describwitten, and the normal andreases, and telephone combere of or learn
vitors, and the normal andreases, on the leephone combere of or learn
these references. Address normalionines, opplications, and loquies to:

Edward P. Sheridao Dem, College of Arie and Sciaccea Search Committee Cbotr 511 HFA University of Caotral Florida Orlando, Florida 22818-0340 Telephone: 407/823-2251 Fax: 407/823-5155

The University of Centrol Florido is dedicated to equity of opportunity within its community. Accordingly, UCF does not practice or condour co



DEAN OF INSTRUCTION

Tillamook Bay Community College

Tilamook Bay Community College m-opens its search for Dean of featuration. Reporting directly to the President, the Oran is responsible for the davelop direction of all instructional areas within this young and growing college. Qualifications Candidates must possess a Master's degree from an accedited insti-bition must have community college reaching and administrative experience; must nowsess strong leadership and communication sites.

kment range is \$36,700-\$40,462.

Application Preceders: Please send letter summarizing qualifications, a current vita and at least 3 current letters of recommendation by lanuary 31, 1992 to:

Tilampor Bay Community College is an ANEO Employer

Publia Relations: instructor or Assistant Professor; full-lines, non-tenure fracts. 10-month aspositionals, recursively, being Au-month aspositionals, recursively, being Au-Mans Contransication required; Ph.O. or A80 and teaching asportione preferred. Teach introductory courses, 4 courses per compacts, other definal minimals. Areas of vertilating technique courses and compalies granagement; a pertitie is congenitalisation.

tivo; summor amployment based on auricular necks. An Equal Opportunity, Mr.F. Affilmentive Action Employat somen assembnority persons as encouraged to apply Screening begins January 6; select, could be caused to apply a summor of the control of t



School of Engineering

He University of Diplor in the spath afters and normalization for the position of Engineering

He University of Diplor in the spath afters and normalization for the position of Engineering Diplor of Action A. Suggests as for in more Use observables for clause Smiths and Research and Dean feet produced by the Problem of the Pro

Di., James A., Stilde Chair, Search Commiltee for Dean School of Ingineering Pinx 1634, University of Dayton, Dayton, Ohio 45469-1634



The University of Dayton

The University of Desiret is an Especial Open



DEAN OF THE SCHOOL OF LIBERAL ARTS State University of New York

College of Agriculture and Technology at Morrisville

Morrisville, a two year residential college, is a unit of the State Univer-y of New York, located in central New York State. Academic progrems using on occupational and testifical education are organized into four

sebools. The School of Liberal Arts Is comprised of twenty-four fall time facility, and five professional support positions in the College Skills Carters, the Arts of the College Skills Carters, the College Skills Carters, the Reporting to the Period Individual Studies us well as alloud facelity. Reporting to the Arts of the Report of the Report

A record of successful higher education teaching and administrative aspertinee, as caused decionate and teaching experience to English, Hamanilles or Social Sciences are all responded. Salary is commensurate with education and experience. The effective data of reportances will be july 1992. A latter of orgalication, estame, and the names, addresses, and proposed on uniform of the references, all of which must be received by January 17, 1992 alone by earth of the proposed of

Director of Employee Relations State University of New York College of Agriculture and Technology Morrisville, New York 13408

SUNY Morrisville is an Equal Opportunity, Affirmative Action Employer.

Wessen and minorities are excouraged to apply.

singles | Technology: Brunswick Col-Brunswick, Georgie, is accepting ap-tions for Chalgal Instructor of Radio-

ton, U.W. Parkedin je a 5,000 osnobet um-wardy kanad in the spike corrigin be-tween the spike of the spike for enjoyed transmit spike. Canada, and for an algorithm of the spike of the s

DEAN SCHOOL OF INFORMATION AND LIBRARY STUDIES University of Michigan

The University of Michigan is seeking normitations and applications for the position of Dean of the School of Information and Library Shades. To position of Dean of the School of Information and Library Shades. To position the School is no continuing indentity in the 1 the Information prolesiant in the School is no continuing indentity in the Library of the Dean in t

are store strong commenses to estimative exton and equal opportually. Applications should include a classified curriculum visice and the rames, educated, and telephone numbers of three to five references. Applications should be architected by February 4, 1992, but all be accepted until the control of the strong of the stro

Dr. Mirenda Lee Pao Chetr, Seamh Committee for hool of information and Library Studies University of Michigan 3071 Faring Building Ann Arbor, MI 48109-1340



The University of Michigan

he University of Michigan is an Equal Opportunity Affirmative Action Employer

DEAN SCHOOL OF EDUCATION

Stephen F. Austin State University Nacogdoches, Texas 75962

Staphan F. Austin Stam University invites applications and nominal Dean of site School of Education.

Doen of the School of Education.

The Doen were see the clief cadents and climatismus of office of he School, reporting to the Vice Persistent of Academa Affairs. The School is School, reporting to the Vice Persistent of Academa Affairs. The School is School, reporting to the Vice Persistent of Academa Affairs. The School is School and the School and School

Di. John T. Thornon, Cheir Search Committee for Deen of the School of Education Box 13017, SPA Station Nacogdocher, TX 75962 Phone: (409) 568-2904

SPASU IS AN AA/AEO EMPLOYER

III e tenure track position at the rank of Austranii Professor in the field of reedina and integrage area. In exceptional circums-ningers, sepoplations at a higher rank and the control of the contr cindet teaching otherspreamen and acceptance in each case and corrections residents in each case and corrections as a contract of the case of the case

Recreations Clemans University- See as



 ${f T}$ he most extensive listing anywhere of jobs available in

every week in The Chronicle.



DEAN GRADUATE SCHOOL **Baylor University**

Beylor University, located in Water, Texas, invites applications and numinations for the predition of Dean at the Graduate School, southly jume 1, 1992.

inner 1, 1992.

Graduative work is offered in the Gallemyst Arts and Goleman, in Schoel of Glandelon, the Hundraden Arts of Goleman of the Gallemyst Arts and Goleman, in Schoel of Hundraden, in the Hundraden Schoel of Hundraden, in the Hundraden Arts and Goleman of Arts and Hundraden Arts and Goleman of Hundraden Arts and Goleman in Dispussion and Hundraden Arts and Goleman in Dispussion and Goleman in Go

Approximately 1208 grankstle simbula were enrolled in vectors pagerns in the fall annestee, 1991. representating 1200 growthout entretule were confided in reticus pro-formilidate for the Druos, Graduate School, school have yet seized i-gana, delitatici we record of busching and messent, extensive editorials proposed proposed record in the control profosed proposed and proposed proposed record in the control proposed proposed and a Provide leadarnity for undversity graduate and research program, e. Encourage spreads among this facility of the control programs, e. Provide leadarnity for undversity graduate new record programs, e. Provide leadarnity for undversity graduate new record programs, e. Provide leadarnity for undversity graduate programs and e. Provide leadarnity for the control programs to the finally extensive and the public. e. Provide vigorous aupport for the graduate leading to the finally additional control programs and the proposed programs and the control program

Actively seek externel leading for research programs and needed

rectively seek scatters is coding for research programs and needed qualipmant;

• Owerse operation of the Grodeate School and exemble and subsit annual budgat to the administration; and

• Work closely with the Vice President for Academic Alfafra, to when the Dean reports.

the Dent rejects.

Reyor University is effiliated with the Beptiet Consent Convention of Reyor University is effiliated with the Beptiet Consent Convention of University of Convention Office of University of Convention Office of University of University Office of University

HUDSON COUNTY COMMUNITY COLLEGE

DEAN OF ACADEMIC AFFAIRS

Hudeon County Community College is an innovative, multi-campue, urban college whose metro is "Committed to Education For The Community." We are currently seeking the Dean Of Academic Attains who will serve as the Chief Academic Officer of the College.

The quelified professional will have an earned Decioses as well as twelve years of expertence in Higher Education which shell have included teaching and at least six years in a Senior Academic Management position. Reaponabilities include the plenning development and administration of all aspects of the instructional programs including the supervision of faculty, staff, programs and admilies.



All applications must be submitted by January 31, 1992 to:

Paraonnel Department
Attentioa: Sharon Lumpkin
HUDSON COUNTY COMMUNITY COLLEGE HCC.C. is an equal opportunity of

Privabilitation Community Psychology (Ar-distant Professor for CDE) continued to the CDE of Archanol limit is described, found of the Armin (Psy.). Requires described strayers in Archanolarian Community (Psy.). In Psychological CDE of the CDE of the strayers in Archanolarian Community (Psy.), and the CDE of the CDE of the CDE of the translation community is a present to the CDE of the CDE of the CDE of the translation community (Psy.), and the translation (Psy.), and the CDE of the translation (Psy.), and the CD

fieligiom Augustana Ceilege, Siour Falta, South Dakota: Austriant Professor of Raj-sion, Temure eligible appointment in their capitalica or church hietory. Ph.D. or O.-S.D. required. Member of Loikers.

Corpus Christi State University Dean of Students

Death of Students
Corpo Christopher De Bour of The Teres A&M University Journal, and the University a compared of The Teres A&M University Journal, the University Journal of Students to assure delies August 1, 1992.

In the Christopher De Bour of Students to assure delies August 1, 1992, the lands and rerolling approximately 4000 jamior, senior and syndamore university of the Corpo and the Christopher Christopher (Christopher (Christopher Christopher (Christopher (Christo

site university.

Candidates must have an advanced degree with a background in higher focusion, underst development and management, and must have damoustande a prouctive approach to student life bases. The california bear accepted inclividual who is able to cavision and or created interest relevant statements of the careful of the car

ient service for a multicultural and oftenolitagesite stadent body. The applicant must demonstrate exceptional communication and interpresson affaits to work with students, shurmi, faculty, staff and community members preferred. Salary is competitive.

Reministions and latters of application with the accepted usual Pebruary 28, 1927, or until a salarshie concident is found, Applicants must supply a current resumes, set terrif or application, and names, dedicases and phone sambters of the professional reference. The reference will be not be made without prior approximation of the results of the results. Required material about

Chris Bray
Chair, Deas of Studenss Search and Screen Committee
of Office of the Provest
Carpus Christi State University
6300 Ocean Drive, Corpas Christi, Tesas 78412
(512) 994-2722
FXX No. (512) 995-4204.

CORPUS CHRISTI STATE UNIVERSITY A Campus of The Texas A&M University System

CCSU is an Equal Opportunity/Affirmative Action Employer.
Minorities and women are strongly encouraged to apply.

CAPE COD COMMUNITY COLLEGE Dean of Planning, Research and Development Search Re-opened

Exaction level in programmy profiles regularly in the Provinces, respondible for pregnation of the Callege's the regular and individual paths; required the local teams, the regular and individual paths; required the local teams, market, choice and functing-ourser severach; in transpos the College's elams, fund-ability and graves the coloquium at activities; coverests the College's computer Center. Minimum spallit, adjust include:

1. And of a last last five years' equations within the fullowing into architecture.

A hald of at least five years' cognetion e within the full formation. A Orneight and development of applied to search at white is immagement epistence in a public sector research entity would be belieful.

A bidiagnment of other dashing and instead at development in the holison of the dashing and instead at the velopment in the contract of the cont

Familiarity with computer systems and experience with computerization of a public institution or major office.

edge of community aconomic developmen

Proven ability to supervise professional and support stall.

Demonstrated interpersonal skills and proficiency in oral and written

6. A Master's degree (more advanted degree preferred but not sequired).

To apply, submit latter of application addressing qualifications, current re-sume, the names of three current professional references and college inse-scripts to: Director of Personnel/Affirmative Action, Cape Cod Community College, West Bernstable, Mass. 02668. Deadline for applications: February 7, 1992.

Affirmative Action, Equal Opportunity Employer

with the distance of a charge-released liberoff, a charge appearant. Cross & Radio II.

27. A charge appearant. Cross & Radio II.

27. A charge appearant in the charge appe

WEST RE of grown

DEAN

Professional Studies MISSOURI WESTERN STATE COLLEGE

Qualifications: Candidates must possess a doctorate, be able to demonstrate experience and knowledge of disciplines in the Division, must have teaching and administrative experience at the college level, and must be willing to meet vocational certification requirements.

Prolessional Studies Division: The Division of Prolessional Studies has a leastly of 76 and 1s compisted of the Departments of Agriculture, Business and Economics, Climins Justice and Legal Studies, Education, Engineer Technology, Health/Physical Education/Recreation, Military Science, Nursing, and Office Information Systems.

ing, and omice insome hisson lives and the college is a multipurpose undergradu-the Coffege in Misson! Western State College is a multipurpose undergradu-ate state college offening a wide issage of programs. The campus consists of seven major buildings and a student housing complex located on 744 seres. Enrollment is nearly 5,000 and a full-time teaching faculty of 163. The Comments in terms 2,000 and a sur-entry account of the Comments of the Conference of the Con

Susen Robinson
Coordinator of Employee Relations
Missouti Western State College
4525 Downs Drive
St. Joseph, MO 64507

St. Joseph, N.O. 4-507

Evaluation of applicants will begin February 3, 1992 and will continue until the position is filled. Salary is dependent on qualifications and experience. Expected appointment date is July 1, 1992.

THE COLLEGE OF WILLIAM AND MARY



Associate Dean for **Development and Alumni Affairs** Marshall-Wythe School of Law

The Marchall Wythe School of Law at the College of William and Many Intrides applications for the position of Associale Dean for Development and Amenta Milates The Associale Dean secondarie of services or compositions of services of the Control C

The social to undersomer a via Longe or William and Many. The social perfect must be seen an extracted of and commitment to legal education and possess proven organizational, interpressonal, supervisors, and communication side. Purpospieta educational and fund-relating back-pround including capital cempaign experience and knowledge of alumnit af-fete preferred.

faire preserve.

Letten of application, risuma, salary bistony, and names and telephone ambiers of three references to Dennis Sion, Director of Dovelopment, The College of William and Mary, Williamshury, W. 28187-8795, Randew of applications with Deglin on February 3 end will continue and the position is filled.

The College of William and Mary is an Affirmative Action, Equal Opportunity Employer. Applications from worners and minorities are a neouraged.

You can send your ad copy to The Chronicle's Bulletin Board anytime!

By FAX

just call The Chroniele's PAX oumber, [202] 296-2691. For more information and to verify that we've received your copy, estil our regular oumber, [202] 466-1056.

By telephone:

Our Bulletin Board assistants will be happy to take your advertisements dietated over the telephone. We'll does and day of the week right up to 2 p.m. Monday—our weekly deadline [except for holidsys]. Just call: (202) 466-1050.

By mail:

Dy LIBILIS

Simply send the copy for your advertisement to the address below. You're likely to find the mails especially convenient wheo your copy is ready on a Tuesday or Wodness was anywhere in the United States, first-class mail sent on either of those days will reach us in time to make our Modney deadline. Send your ad copy to:

Bulletin Board The Chronicle of Higher Education 1255 Twenty-Third Street, NW, Suite 700 Washington, D.C. 20037

CENTRAL MICHIGAN UNIVERSITY

Cantral Michigan University is committed to devently as an educational value and to taking affirmative actions to insure sugate opportunity in all areas of the same of the sa

DEAN

College of Education, **Health and Human Services**

Castala Michigan University in a companional or state university with an en-companional memorate of LoGoldmarker, 2000 unique, and on taskforn of scademic succellance. CNU1 864-sers main campus is in Mi. Pleasant, Michigan, a town of approximately 24,000 located in the shared that Lower Persinals. Through its long institution of excellance in section endough scales and the section of the section of the section of the section of scales and the section of the section of the section of scales and section of the section of the section of scales and section of the section of scales and section of the section of scales and section of scales and section of scales and section of scales and scales scale

sion is improve K-12 featuration strough Podestornal Development Schools. The College has agree shar 200 leaply IF End shire sky perminent Community. For the College has provided the College Schools of the College Schools of Community Leadprinty Feath Education and Health, Schools Home Economics, Penthy Life and Community Leadprinty Feath Education and Health, Schools College Schools of the College Schools of College Schools

sozisions throughout the country.

Responsibilities: The Dean is the principal azadomic office; of the collegs and reprost decide; to the Power the Dean is reproducted to knothing and in principal to the Dean is responsible for knothing and in the principal decided to th

Ossilifications: Applications and nominees should have

Quelifications: Applications and monthress through how College:

An enemid decimate in a decipition expropriate to the College:

A department of the College:

A department of the College:

A department of the College:

A demonstrated skillly in effective communication and this present is kills:

A demonstrated skillly in effective communication and expression is kills:

A demonstrated skillly in effective communication and expression is skills:

A demonstrated in least the present of the College:

Nonviedge of the accordination processes associated with endergraduate

A demonstrated commissioner to college in the expression of the College in t

aon; a A record of securing and allocating resources to provide quality under-graduate and graduate instruction, research, public service and outreach

programs
The Bean's duties and responsibilities extend over a 12-month period beginning 1 July 1992. Saleny is regolitable and commentanties with exposition and the second over a 12-month period beginning 1 July 1992. Saleny is regolitable and commentanties with exposition and selection of the second over the second

Notice of Vacancy

Associate Dean for Administrative Afrairs College-Conservatory of Music

Associate Dean and faculty rank in one of the disciplinas within the college, Effective July 1, 1992 or as soon thereafter as possible. Compensation commensu-ate with experience and qualifications.

THE OWNER OPPOSITE ANY OPPOSITE AND THE OWNER OF THE OWNER OF THE OWNER OF THE OWNER OWNER

The College-Conservatory of Masic is a professionally oriented school of 1,20 students offering degree programs at the undergraduate through doctoral levels in maste, reuale education, opera and mastest theater, dance, electronic media, arts administration, and drams. CCM is a college of the University of Cincinnati, the



by January 24, 1992 to: Dean Robert J. Werner College-Conscruatory of Maels University of Cincinnal Cincinnati, Ohio 45221-0003

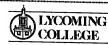
ener, a strong record of funching, research, and publication, and is considered and publication, and is considered and publication, and is considered and publication and in the considered and publication an



DEAN OF COLLEGE OF ENGINEERING UNIVERSITY OF DELAWARE

The University of Delaware invites egglications and nominations for the position of Dean of the College of Engineering. The University of Delaware invites egglications and nominations for the position of Dean of the College of Engineering. The University is a state-easisted, land-great, see great research the properties of the College of the College

The UNIVERSITY OF DELAWARE ta an equel opportunity amployer which encourage applications from qualified minority group members and women.



DEAN OF STUDENT SERVICES

yeoming College invites nominatione and applications for the position Dean of Student Sarvices. Lycoming College, located in north central emptyeria, is a labert either college with a current enrollment of 1,400 and ents and 90 full-time faculty; 1,628 students reside on the campes. As a member of the dutile ration (1,000 and beautiful states). As a member of the dutile ration (about, the Dean of Student Services reports to the Pretraining the Services for the development, loss reports to the Pretraining and responsible for the development, coordination, implementation, and responsible for the Contract of Student Services are the direction of Career Development, Health and Counceling Services. Campus Ministration of the Counceling Services and International Coun

The Search Committee seeks condidates who huld an earned directorate, have demonstrated ability in providing leaderstup in stricted elistra, and on constructively address current issues of student life. Experience in higher education administration is highly distrible. The starting date is fully 1. 1992.

Salary will be commensurate with qualifications and experience. Lycoming College is an EEO employer.

Please forward letters of numinition or explication by February 14, 1992, elong with a resume and three letters of professional recommendation for Elizabeth G. Boyd, Coordineter of the Dean Sourch Committee, Campue Box 156, Lycoming Collego, Williamaport, PA 17701.

Dish at the male of Professor of Association From Section 1 (1997) and the section of the Section 1 (1997) and the Section 1 (1997) and the Section 2 (1997) and the Sectio

(Dear), Del Paul Gui-Vergerder, 1923 North Services, 1923 North Services, 1923 North Services, 1924 North Services



DEAN DIVISION OF EDUCATION University of California.

The University of Callismia, Davis sacks membrations and applications for the self-too of Dava of the Division of Education. The Dava pro-white the self-too of Dava of the Division of Education. The Dava pro-white manner of the Dava pro-white the Callismian of the support langulerin, collaborative research protects here fring campus calculum annual and calculum and calcul

therether as possible.

The University of Cultifurals, Davis is on Equal Oppurtunity. Affilmotive Action Resplayer with a strong institution commitment to achieving diversity mongs in faculty or mongs in faculty for mongs or mongs of mongs of the faculty o

NEWMAN KANSAS NEWMAN COLLEGE

DEAN OF ADMINISTRATIVE SERVICES

The Cntholic liberat aris collage in Wichita, Kans., seeks applications and nominations for the position of Dean of Ariministrative Services. The individuel will report directly to the President and function as part of an Administrative Team.

Rapponshillten hanagement of ell fiscal matters and the physical plant; supervision at planning end preparation of budgets, accounting systems and practices, financial analysis, and budgetny controls; per-sonnal survices; coordination of computer services; end supervision of ell availing meteryrises.

anddlary enterprises.

Qualifications Bachalor's degree with emphasis in accounting fin-ance, or business operations (an MDA is desirable). Preference will be greater than the preference of the preference will be greater than the preference of the committee to the mission of a Catholi-Breat are colorious.

Submit resume end the names end talephone numbers of three profes-sinnel references by Jan. 18, 1992, to:

Search Commilias
Dean of Administrative Services
Kanasa Newmae College
3100 McCarmick Ava.
Wichilu, KS 67213

Review of epplications will begin Jen. 15, 1992, and continue until position is filled. Kansas Newman College is an EEO employer.



nportance to scholars and college



California State University, Los Angeles

ASSOCIATE DEAN FOR INSTRUCTION AND GRADUATE PROGRAMS SCHOOL OF EDUCATION

The School of Efrication Invites applications and nominations for temporary of associate Dean for Instruction and Conductor Program Major and Conductor Program Major and Scattering Cognitive Conductor Program Major and Scattering Cognitive Conductor Certain, and graduate antibular and Scattering Cognitive Cognitive

A detailed description of the duties of the position is available upon re-quest from the Office of the Dean, School of Education. RANK: This is a management position. Salary is negoriable depending on qualifications and experience.

qualifications and capitation.

THE LINNESST AND SCROOL OF FOURCHTON; Californis Greet binarily, Los Angeles olient programs in more than 50 academic and prediction. It is a comparable to the comparable to the comparable of the STARTING DATE: July 1, 1992.
APPLICATION DEADLINE: March 2, 1992.

APPLICATION DAOLINE March 2, 1992.
APPLICATIONS Flower send a leiter of liverit, wid, marches showing rightest degree, and liver eccen tieters of reference to.
APPLICATIONS Flower send the recent tieters of reference to.
APPLICATIONS Flower send to recent tieters of reference to the recent tieters of research committee to office the recent send of reference to office the recent send of reference to office the recent tieters of the recen

DEAN

COLLEGE OF BIOLOGICAL, MATHEMATICAL, AND PHYSICAL SCIENCES

UNIVERSITY OF SOUTHWESTERN LOUISIANA Lafayette, Louisians

The University of Southern there I and them in which a pipel attent for the position of Dearst College of Southern the College

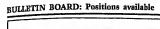
Ph.O.3. The University of Standardster Lenthins is not of rises gallety supposed adversities governed by the Logistians State Board of Timester. The College of Sciences have deleged engines and regions are the University. The University Proceedings of the University. The University Proceedings of the University of DOL and offended by College recognition. Delege of the University of DOL and offended by College recognition. The University of the University of

The Describe Confession of Confession Confes

set de servicion de leche securities on la marginisme de le leche de la marginisme de le leche de la marginisme de la margini

U.S.L. is an Equal Opportunity, Affirmative Action Employe

hamic includes. The field generalization of the control of the con



Dean of Education and Educational Services Baruch Collega, e senior collega of Tha City University of New York, seeks nominationa and applications for the position of Daan of the School of Education and Educational Services.

Bauch College lat en urban inelitution with an ethnicely divarta enrollment of 15,500 auctents in undergraduate end graduels programs in threa schools: Business and Public Administration. Librad Art end Sciences, and Education and Educational Services. The Special Res at bid of septoral results of the Special Results of approximately 1600 faculty and aupport aiest. It is located in the Gramatry Park area, the heat Manhattan'e midliown sculib businase district. Work is now under way on major new campua construction. The currant colleg

The Dean of Educelon and Educationel Sarvions diministers a unique and complex school accompassing academic programs and fluidant aupport services. The School includes the departments of Educetion, Health and Physicial Education, Academic Saids, Studien The Personnel Sarvioss, the Library, and the Office of Continuing Studies. The Department of Education offers programs leading to behabior and mestar's degrees in aducation and professional certification. The School's student aupport services include stritection, remodels and developmental programs, bottog careful, academic personal and career countering and assessment, is full steps of abundant derivities, and force y information and research services. Continuing Studies provides non-degree offerings.

The Dean must be axcitled by and committed to enabling a multicultural constituency to achieve academic accellence. The Dean will lead afforts to long linkages with local school deficid and declarational agencies to develop himovelve a prosectiate to the challenges of urban education. The Dean is responsible for program planning and budget development, and for providing schillatisative and ecademic leadarship. Organizational capabilities and inlarparational side are

The successful candidate must possess an aerned doctorate. Experience with a multicultural tocus in college-level leaching and administration, seesarch and lundraising, and professional service is highly destable. Acadamic credentials appropriate lor appointment as a full professor.

Belary ranga is \$86,310 to \$96,031. Sterting date is July 1,1992. Send curriculum vitee or latter of nomination by Fabruary 14, 1992 to: Protessor Joahua L. Smith, Chair of the Search Committee, Beruch Collage, 17 Lexington Avenue, Box 514, NY, NY 10010. An Equal Opportunity (MF), Aff

Baruch College

PENNSTATE



CHIEF ACADEMIC OFFICER DIRECTOR OF ACADEMIC AFFAIRS

Applications and nominations are invited for the position of Director of Academic Affairs at the McKeesport Campus of The Pennsylvanis State University. The Director reports to the Compus Executive Office and provides leadership to the faculty for all academic matters.

The position offers a unique opportunity to work with the colleges and departments of Penn State University in providing leadership for the professional development of faculty and for ecademic program initiation. Responsibilities include faculty recruitment and evaluation, encouraging scholarisis, and fostering service to the campus and community.

Pero State McKeespon Campus, becated 20 minutes southeast of Pittsburgh, PA, covers 52 mens, has the bildings, and croil is approximately. Solo filt-line and proximate substances, soft resident and commuter. The campus offers the first two yeast of 120- Peron State baccellurest degrees, associate degrees in scientingly; business; hoot, restaurate and satisfullorism management and others; and has an extensive continuing adoutation program. A general arts and science baccellurested experience and a baccellureate in nursing are also offered.

Qualifications: An earned Doctorate, academic administrative experience, and a minium of five years experience involving a combination of teaching, research and scholarship is required. Candiduce should possess strong interpersonal and communication skills and the academic qualifications for a tenured, senior ranking faculty appointment at Penn State. Experience in academic planning, faculty recruitment and development, budgeing, grantenmanship and faculty governance is desirable. This twelve month continuing position includes an excellent benefits package.

Review of applications will begin February 15, 1992, and continue until the appointment is made. Send nominations or applications with resume and the names, addresses and telephone numbers of three references to: Dr. Jack P. Royer, Associate Dean, Commonwealth Educational System, THE PENNSYLVANIA STATE UNIVERSITY, 111 Old Main, Box CHE, University Park,

An Affirmetive Action/Equal Opportunity Employer Women and Minorities Encouraged To Apply

nations end epplications are invited for

DEAN OF THE COLLEGE COLGATE UNIVERSITY

Hamilton, New York

Digite is an indepundent, highly particults through atte colleague ment and women altituded on a houstful example in Castral New York butty seems altituded on a houstful example in Castral New York butty against healthest of Somania. It morted 2, 700 motopoules in including the control of the Castral of Castral of Castral of the Castral of Castral

Colpsta seeks candidates with the capecity to anguge students, faculty, staff, parasts, chumni and trustees. Candidates should have experience in student affeirs, en advanced degree, and the capecity to work with a taleated, diverse student body.

plications or nominations that are forwarded by Fabruary 18, 1862. I receive priority. Applications, including a statement of interest, s, and the names of three references, may be sent to:



Bremach: Research Assistant. Forty hours' week. 5:10 a.m.:5:30 g.m.: 11.72/hour. Work with his medical center faculty and research said to access and use microsom-puter and supercomputer in respont the structional and research computing with following responsibilities. 1. Develop use stravice itemizer or superconnecting with following responsibilities. 1. Develop use stravice itemizer or superconnecting systematic stravice. Itemizer or superconnecting the stravice itemizer or superconnecting the stravice itemizer.

Colgate University is an Equal Opportunity and Affirmative Action Em-ployer. Applications from women and membors of minority groups are

the bardes, NATA, various absenced to the control of the control o for developing rechanger, of probability and Banan 1538, reviewors and Banan 1538, reviewors and Banan 1538, reviewors and Banan 1538, reviewors and the Committee of the Commit

University of San Diego

ASSOCIATE DEAN

ASSOCIATE DEAN

Philip Y. Hehn School of Nursing. University of San Diego.
Applications end nominations are invited for this tenure-track
position with academic rank. Position evallebia July 1, 1992.
The Associate Dean reports to this Dean of this School of
Nursing and is responsible for ecademic and student affects.
The School of Nursing All-A this Dean of this School of
Nursing and is responsible for ecademic and student affects.
The School of Nursing All-A this DNSs programs. Qualification
and the School of the School of the School of
Nursing California and the School of
The School of Nursing California and
The School of
Nursing University of San Diego, Alcale Perk, San Diego,
Callifornia 9211. Application deadlina February 15, 1992 or
until position is filled. EOE.

chemical and intravanological techniques, and stoliculus biology approaches. To nonlyse results under comporter, plantared and
progress data for publication. To write areas
septiations to childs independent experiodical to childs independent excolorate progress of the colorate progress of
party bears (4-9)-week, 22, 20,000-year. To
apply mill or hand carry returns with copy
of an attached by VEC, Desertment 2004,
2013 and 2013 and 2014 a

Research Research Associate. To conduct biochemical research on metallogratela-ases and protein turnovas. To design as-perium oil for caryene purification, seasey, and characterization; to use physical-

ginh 2000-0001, 100 Unter #1141001.

Research Departmental Research Academa to saidy receipt the benefit of the daysdopped, and exproduction of the daysdopped, and expreduction of the service of the se A calendar of forthcoming meetings, conferences, workshops, and institutes of importance to scholars and college

every week in The Chronicle.

administrators -

DALLAS COUNTY COMMUNITY COLLEGE DISTRICT

DEAN OF EDUCATIONAL RESOURCES

El Centro College Dallas, TX

El Conton Collega, pert of the sweer-college Dellas Coenty Connunity Coldiscontinuous Collega, pert of the sweer-college Dellas Coenty Connunity ColBituctional Resources. El Coentro, with en enrollment of approximately \$500
crossil and \$250 continuing educations indeets, it focated in the heart of
dynamic genelty and college in the collega of the collega of the collega of the collega of the collega in the collega of the college Educational Resource Cents. Including Incollega of the college Educational Resource Cents. Including Intention and International comparies in Responsibilities tool Include satisfacing Educational Resource Cents. Including Including

nursy or mormation science, or closely releted field; live years of experi-nce in an interactional resource environment within higher education or industry, including two years of both indiructional design and supervisory experience; demonstrated allilly to use much mode technology, and com-puter technology, and demonstrated skills in budget development/planning, and in great writing.

and in great wrung.
For spatication, plases submit a résumé to Dr. Linds Stegail, vice President of Instruction, El Certo College, Main & Lennar St., Dallas, TX 75202-3694. A DCC/DD application form will be forwarded to application stor completion and return. All application materies must be received by the dead inte date of rebrusty 7, 1992.

EEO/D/AA Employer

Research Research Associate. Responsi-ble for the blochengical characterization of the viral DNA realization, which involve tissue cultrare for the growth of virus as, po-tification and characterization of virus as, po-teries, study of protein-species and protein-colons to understand the mach-

characteristics and of the color of register is a confident to the color of the col



California's first chartered University is seekng an energetic, creative and talented Dean of Ad-

The University of the Pacific has a college of arts and sciences (the College of the Pacific), a Censervatory of Music Professional Schools (Education, Pharmacy, Engineering, Business and Public Administration, and International Studies), and an adult re-entry program (University College). The Stockton campus of the University is a residential community. with an enrollment of 3,600 undergraduates and 400 graduatestudents. The School of Dentistry (San Francisco) and the McGeorge School of Law (Sacramento) operate separate admissions programa.

Strong student-faculty relations, typical of small colleges, are characteristic of the University. The University blends a personal academic environment with wide choice of majors and professional

The Dean of Admissions works with the academic community to identify and describe the atrengths of our institution. The Dean must be able to communicate to prospective atudents the challenge and excitement of our academic programs in the personal manner characteristic of the institution.

Candidates must be knowledgeable about national trends in ligher education. Knowledge of West Coast institutions and of the needs of interna-tional students is desirable. The University has a history of innovation and would welcome innovative approaches to admissions.

The University is a community of diverse cultures. Several programs for recruiting the emerging majority are in place. The Dean of Admissions must have a commitment to the support and expansion of these programs.

The Dean of Admissions aupervises eight professional and eleven support staff. The Dean reports directly to the Office of the President.

Nominationa, applications and inquiries should be sent to:

Prof. Roland dl Franco, Co-chair Search Committee for the Dean of Admissiona Office of the President University of the Pacific Stockton, CA 95211

Applications will be accepted until the position is filled. Review of applications will begin on February

DEAN OF THE SCHOOL

OF SOCIAL WORK

University of North Carolina

At Chapel Hill

Applications and nominations are invited for the position of Dean of the School of Social Work, Nominees and applicant must have demonstrated with a state of the position of Dean of the School of Social Work, Nominees and applicant must have demonstrated without of the University and the societal accids of North Carolina and the assistant Required are stimpted selevably qualified; demonstrated success as re-commitment to promoting the official scales of North Carolina and the assistant of the School of Social Work in the shift; of contact productive residents with community insider and shamed in the state and author, and a committed to the school of Social Work in the shift to other productive residents with community insider and shamed in the state and author, and a committed to the school of the school of the resident of the surviversity or other productive residents are sufficient to the school of the mission of the university. The applicant must have qualifications to be appointed as source products or the school of th

ties Schoul of Social Word.

The dean is repossible for providing leadership to the educational, research, survice and development activities of the school for representing the provent. The dean coveres the school programs to stellar programs to deligate to an A. S.W. degree. Pleas are complete, and forming is now partially available. M. S.W. degree. Pleas are complete, and forming is now partially available, the provent in the province of th

Snlary will be compellive. The position will be available July 1, 1992

Applications from misorities and women are encouraged.

Applications from misorities and womea are encouraged.

Applications will need to be received by January 31, 1992. All applications will be ireated confiderabilly. Applicants should alubrial scurriculum state, a brief description of those goals for the school and their qualifications for achieving those goals, and ranses of three references who can special to the supplicant's preferences who can special to the supplicant's professional abilities. Submit applications or

Professor Frank Lode, Chair Search Committee for Dean of the School of Social Work clo Office of the Provost CB #3000, South Building

The University is an Affirmative Action and Equal Opportunity Employer

Academic Dean and Professor

NEW BRUNSWICK THEOLOGICAL SEMINARY lovits applications for a now member of the leaching faculty who will serve as Academic Dean. Teaching pencishly in Christian Education or Eliks is preferred. As Academic Dean, lists person will lead the faculty in program disage and oversight, faculty development, strategic planning and diministration. As it sender, this person will have responsibility for the flusdamental courses to the or in the other their person will have responsibility for the flusdamental courses.

in his or har tield.

Qualifications include a creative vision in theological education, as ability to provide hasdership is as comesciol and multi-racial community of this to provide hasdership is as comesciol and multi-racial community of this hard and a second control of the Rebrard Foundation of the Common Control of the Common Control of the Common Control of the Common Common Control of the Common C

Applications deadlise: March I, 1991. To automit application with resume or obtain a lob description, write:

President Robert A. White Now Brusswick Theological Seminary 18 Eminary Piace Now Brunwick, NJ 89901-1107 (508) 247-5241 FAX (908) 249-5412

BEO/AA

DEAN, SCHOOL OF AGRICULTURE

Vice President & Academic Alla mind.

Journal Conference on council for the control of the contr

Undergraduate students may care a Bachelor of Science degree in any of the following make thought and understanding and thought business autoritum and understanding and thought business and thought business and thought business are supported to the contract of the contr

Assistant Dean of Yale College

Director, Afro-American Cultural Center

The Assistant DenotDirector of the Afro-American Cultural Center at Yaleseros as subset to Yales undergrafiantes, to graduate, professional and undergrafiante organization of the Company of the Company

of importance. The Director reports to the Dean of Yale College and is advised by a Board composed of members from the Yale and New Haven communities. An Applicants should send a contriculour vision and the names of all sest the experiences to Dean Denail Kagan, Yaln College, P. O. Bon. 160AA Yale manner of the College, P. O. Bon. 160AA Yale manner of the College of the College



BULLETIN BOARD: Positions available

Dean of the Graduate School

HAMLINE UNIVERSITY, a selective liberal arts institution, invites applications and nominations for the position of Deen of like Gradumic School. The Deen is the principal academic and administrative officer of the Graduate School. The Deen reports directly to the President of the University and serves as a member of the President's Cabinate and the Academic Deens' Council.

HAMLINE UNIVERSITY: Founded as a liberal arts university in 1854—the first institution of higher FAMILIKE UNIVERSITY: i counted as a furieur airs university in 1854—the life institution of higher detaction in this state of Mineroscie. The limit be University has a leng, proved undition of commitment to fur liberal arts in its undesignaduate college, is sew school, and graphase school. Hardine University's loction in the size option of the 2. Paul is a distinct sease, with a half doesn other private Breat art colleges and universities and the University of Phinnecois whitm a 15 mintain driver. To Vito Cites of S. Paul and Minneapolis are home to a wide range of Oct and californial originations, memories Feature 500 companies, professional spirit enters, and entertainment options. Hartine University is an altimatible action, equal opportunity and entertainment options. Hartine University is an altimatible action, equal opportunity.

THE GRADUATE SCHOOL. The Hamiline University Graduate School was established as a self-governing until in 1989, graduate degrees having previously been awarded since 1982 by the Cellege of Liberal Arts. The new Graduate School awards maker's degrees in bliest studies, educated public administration; and thouses two non-degree programs for teachers, a large graduate continuing attless programs and a growing center for globel environmental aduction. Approximately 650 suderns are actively pursuing graduate degrees, and several thousand teachers seek professionel enhancement that graduate continuing studies program. The Graduate School is known for the creative visibility of its daciginary and interdisciplinary approaches; its commitment to bridging theory into practice, its responsiveness to current public senses, and its perhambips beyond the compuse with size and local powerments, public schools, arts organizations, public service agencies, and the scientific and technol-cost communities.

OHAL IFICATIONS: The successful candidate should have an earned doctorate, senior adminis QUALIFICATIONS: The successful candidate should have an earned doctories, senior administra-ble experience in a university secting, a record of distinguished isaching, cognetinec with an adult learner population, excellent interpersonal skills, and a commitment to the highest sharders of ear-ment heighty within an innovative and growing pastudes and professional scircle. Recause the Graduate School is new, there is a unique opportunity for the Deen to exarche strong, vibinary adminish part to provide the creative framework for the Graduate School or growth, vibility, and vibility. Expertise is program building, community building, profess notiving, and supplies providents, could, as as the adulty to adversarie for rand represent the Graduate School with the University and in

CANDIDATE REVIEW: Review of applications will begin January 17, 1992, with the position available immediately but no later Ihrm July 1, 1992. Applicants should send a later of interest; a complete resume, the nermes, andresse, and phene mumbers of three references; and a statement of an omore than two pages describing firstly philosophy of an innovative graduate school and the deart's set in a small, physics, enterpoliately liberal and twinterly to: Dr. Kent Ethand, Chaltr, Graduata Deart's Search Committee, Hamiltee University, Mail Box 19, 1536 flewith Avenue, 5t. Pead, MN 55104.

Hahnemann University

DEAN OF THE SCHOOL OF **HEALTH SCIENCES AND HUMANITIES**

in University invites neminotions and applicatione for the position of Dean of the School of Health Sciences and Humanities.

THE UNIVERSITY

nemann University is a modern, progressive health sciences institution located in unic center city Philadelphia. Hahnamann is comprised of the School of Medicine, the Graduate School, the School of Health Sciences and Humantties, and Hahnemann Hospital, Graduate School, the School of Health Sciences and Humanities, and Hahnemann Hospital, a fished entirally care center. Approximately 2000 students are maintruisted in the bitter schools of the University, with over 900 students emotive in the School of Health Sciences and Humanities. The School of Health Sciences and Humanities after Bacheler and Associats degrees in 13 health sciences and health related prefeasions programs. The School of Herith Sciences and Humanities faculty currently numbers over 75 fall-time instructors and mere than 150 clinical faculty numbers.

THE POSITION

The Dean of the School of Health Sciences and Humanities will essume responsibility for all aspects of the School including developing academic programs, promoting schelarship and faculty development, maintaining quality centrol of the educational functions, and developing/implementing long range plans for program and fiscal management. Additionally, the Dean will be expected to eversee present, and develop future, articulation agreements with other academic institutions. The position reports to the Sentor Vice President and Chief ademic Officer of Hahnemann University

QUALIFICATIONS

Candidates should demonstrate excellence in health sciences education, scholarship and leadership and an extensive background in the planning and implementation of health sciences educational programs. An earned doctorate with credentials for full probasor in a liberarily demonstrated in the contract of the contract inviersity department is required, as is a reputation and record of significant scholarship and research accomplishments. The vision to establish innevative programs in response to a changing healthcare environment is also expected.

APPLICATION OR NOMINATION
Applications and neminations will be accepted until March 1, 1992. Applications or nominations should include a letter of interest and a curriculum vitee. Letters of ication or nemination should be sent to:

Dr. Pamela Buccelli Chair, Search Committee for Dean, School of Health Sciences and Humanlities

HAHNEMANN UNIVERSITY

SHSH Building, Mail Stop 505 15th & Vine Streets, Philadelphia, PA 19102-1192 215-448-7176

nann University is an Equal Opportunity, Affirmative Action Employes and

ASSOCIATE DEAN

The Johns Hopkins University School of Hygiene and Public Health

Nominations and applications are invited for the new position of Associate Ones for Professional Progress as the plains liquidities School of the Control of the Professional Progress as the plains liquidities School of the Control of the Professional Progress as the promotion of the Professional Profess

assuants entails the University.

Pontinutions, applications, and inquiries should be directed to personal control of the properties of th

EOE/AA

R.D. in Marchandery, Alexy good was have except from with 11 Very 18, 15 Acres and 12 Very 18, 1

DEAN OF RESIDENCE

Due No Pr. RESTUDIENCE

Due to an explanare stidl, Allikule herebey cloud, an independent, energiaundertal lexables, when de resultanted hillites from how-increed families
and the control of the control of the control of the control
and a filt part of Restlance. This success the body polation requires the
respondibility, leadership, and direction of a resilential program encountries
and supplies and control of the control of the control
and foundation shall be control
and foundation shall be control
and foundation shall be control
and foundation of the control
and fou

transport in becteria. Requires alibre no Ph.D. degree un M.S. degree with terre paret further guestiere in molecular becter produce in molecular becter in produce in molecular betallic inchanicates in seeded. Salary in \$174.00 per year. Submit retund and 1 between of selegation in the produce in \$174.00 per year. Submit retund and 1 between the produce in \$174.00 per year. Submit retund and 1 between the produce in \$174.00 per year. Submit retund and 1 between \$174.00 per year. Submit return \$174.00 per chancescion the riscolory and mechanical requestion and incrementary of plattic creamic bodies using rechainers such as commentary of the commentary of the

The control of the co

MEMPHIS STATE UNIVERSITY DEAN

Loewenberg School of Nursing

minutes and the little in the second are the set of the second of the set of the second second

EXECUTIVE DIRECTOR/

ASSOCIATE DEAN CME

Nonituations and applications are being accepted for for positive of Associate Dona for Continuing Medical Education in East Carolina, University School of Martichia. The Individual will also serve as Executive Olico

The CME Associate Doan has responsibility for the supervision and management of the ECU School of Medicine CME program, and is closely involved with the school's outroach programs.

The EALITEC Executive Director is responsible for the

operation of a multidisciplinary program of continuing education sorving a 23 county area of Northeastern

Cendidates are expected to trave an M.D. degree and experience in medical practice, academics, CME and e significant beckground in administration.

Screening for the position begins April 1, 1992. Proper Verification of Identity and Employability and official transcripts are orgulared at the time of employment. East Ceroline University and Eastern AHC are Equal Opportunity Altimative Action entities and as

Equel Opporturity Attrimative Action emulsis and as such encourage applications from minorities and women. Interested applicants should send a resuma along with threa (3) letters to recommendation for Rafaet C. Sanchez, MD, Chatrman, Sestch Com-mittee, ECU School of Medicine/Eastern AHEC, Post Office Box 7224, Greenville, North Carellas 27835-7224.

DEAN Sea Education Association

Sea Education Association
Applications on thresh of the protein of lyon, at the Sea Sharino
Application, see I have a small non-prefit class stead organization delicadescribing. See A small non-prefit class stead to be a linear employed
and the see I make a small non-prefit class stead to be a linear employed
about the sea of the season of the seas

she A. with question attorn to bride a the testale per leadily in a maintening line (1848) and the control of t

americataling of trood management procedures
Applications and nominers for this year round position should include a curriculum vitae, and the names, addresses and phose numbers
of three references, and should be sent by 1 February 1992 to

Sonja litewer, Champerson Search Cammittee for Dean Sea Education Association P. O. Bas 6 Woods I bele, MA 192543

SEA is an Equal Opportunity Employee

North Caroline

John Brown University

SENIOR VICE PRESIDENT AND ACADEMIC DEAN

The President and the Board of Trustees of John Brown University Invite nominations and period of the second of the President and Academic Dean.

John Brown University Is a significant endowment. The enrollment of President and Academic Dean.

John Brown University Is a significant endowment. The enrollment of President and Academic Dean.

John Brown University Is a significant endowment. The enrollment of President and Academic Dean.

John Brown University Is a sometime of the president and Academic Dean.

John Brown University Is a sometime of the president and Academic Dean.

John Brown University Is a sometime of the president and Academic Dean.

John Brown University Is a sometime of the president and Academic Dean.

John Brown University Is a sometime of the president and Academic Dean.

John Brown University Is a sometime of the president and Academic Dean.

John Brown University Is a sometime of the president and Academic Dean.

John Brown University Is a sometime of the president and Academic Dean.

John Brown University Is a sometime of the president and Academic Dean.

John Brown University Is a sometime of the president and Academic Dean.

John Brown University Is a sometime of the president and Academic Dean.

John Brown University Is a sometime of the president and Academic Dean.

John Brown University Is a sometime of the president and Academic Dean.

John Brown University Is a sometime of the president and Academic Dean.

John Brown University Is a sometime of the president and Academic Dean.

John Brown University Is a sometime of the president and Academic Dean.

John Brown University Is a sometime of the president and Academic Dean.

John Brown University Is a sometime of The President Investment of The President Investment of The President Investment of The President Investment Investme

John Brown Lucivessity and the property of the Campus is in a loosy community in the property on the control of the campus in the loosy community in the property of the campus in the loosy community in the property of the campus in the camp

Qualifications include:

- on serined doctorate five or more years of successful administrative experience, preferably in a Christian college or university serious college or university serious college or university serious college or university commitment to the belence of profits atoms! and fiberal arts programs distinctive of the other Bown University mission.
- rams distinctive of the

Sand nominations or applications to: Office of the President John Brown University Siloam Springs, AR 72761

The deadline for receipt of materials is February 28, 1992. Position to be filled July 1, 1992, or as soon thereafter as possible.

John Brown University is an equal opportunity employer.

DEAN OF STUDENT SERVICES Clearwater Campus

(Position Reopened)

St. Petanburg Junior College is re-advertising its position for bean, Student Sarricas, Clear-Dean, Student Sarricas, Clear-tic College College College Include: A Opportunity of Pay-cial College College College Education, Quidence, Educa-tion Administration, or Pay-sense with Inter-year of portu-ciologa appartance in progras-sely responsible positions or no-tificial. Deadline: or no-ne: or no

EDE

DIRECTOR

Rusholssen Cermons, University of Alaska-Farberian, Loude In Bartel Astaba, The Director is than their administrative officer of the College of the University of the University of the University of the University of the College of their College

CALIFORNIA STATE POLYTECHNIC UNIVERSITY, POMONA GEORGE MASON UNIVERSITY SCHOOL OF HOTEL & RESTAURANT MANAGEMENT (SHRM)

Research/Chemistry Steller Research Assistant-Assumative Reduction. A large stellar Assumative Reduction. A large stellar Research Processing Section (Research Processing Section Research program in the field or supervised mesench program in the field or supervised mesench program in the field of supervised processing section (Research Processing Section Research Processing Section Research Processing Section Research Processing Processin

Associate Deas, 12-Moath Management Position \$38,208-\$90,504

The privately responsibility of this position is to act as the Academic and Student Affairs Officer for the SHEM. Other responsibilities are according to a for deministrative furestions, including startagic planning, budgeting, budgeting, calculated and according between solving. Including starting budgeting and standard starting budgeting and general problems an lying.

at resources, and general problem salving.

A terminal degree is required as well as a minimum of seven years of professional asperience. This experience should be comprised of: 1. A minimum of von years' teaching experience at the uninterally level. 2. Minimum of you years' teaching experience at the uninterally level. 2. Hoppitality is entirely in the property of the property o

This individual must have so ability to be responsive to increasing ethnic diversity, loternational characters, and educational equity goals of the Uni-

Send letter of inquiry, resume and the names of three current reference

Dr. Lealle Stevens Welnberg Chalrperson, Search Committee School of Hotel & Restaural Management California State Polytechale University 3801 West Temple Avenus Pomona, Chilfornia 91768-4083 (714) 589-225

Position closes February 15, 1992. Cal Poly is an EO/AA educator and employer

	Research themistry: Post-Doctoral Asso- sists. Duties: investingle the permeability of experimental drug substances, particu- larly results and services for the pro-
ı,	of experimental drug substances, narries.
	iarly reptide and protein framente, across
١	ne la sitro mono layer cell culture model of
	the blood-brin barrier. Characterists model of the blood-brin barrier. Characterists moss-isyari and conduct drug transport caperimentation. Develop liquid chromato-arabic mass.
۰	mone-tryers and conduct data transport
	experimentations. Develop liquid chromato.
	arapaic assay methodology for the sele-
	araphic many methodology for the sak- stances onder investigation. Use of Score- cence maniferances
	cence apastroscopy techniques to aller
i	
٠	
	clusion chromatographic methods; cell-cul-
٠	and flacrates oct spectratory, 40 hours
0	
ċ	
ï	
	fice, 833 Ohio, Lawrence, Kennas 66044
	03989; 913-843-0311, or refer to John and
	03969; 913-843-0331, or reser to Job order number when submitting n resume to the
	above-referenced office. Do not asbeni re-
	sunde to Alien Certification Offices.
	Research Charoleton Based and the

Of convolvers in the set of UV, IR, and of the convolvers in the convolvers their pre-search assistances are the convolvers of reports. sarch proposale, presentation of reports. (conv. Ph.D. in consideration for publica-lation, Ph.D. in consideration for publica-tion, Ph.D. in consideration of publica-tion, Ph.D. in consideration of the property of the convolvers of the property of the convolvers of the complete research to the Department of this complete research to the Department of the Complete research to the Department of Science Avenue. To Number.

Recaptify Computer Sciences Assignat Redevelopment of a cost on the deep part
development of a cost on the deep part
development of a cost on the deep part
development of a cost of the development
development of the development of the
development of the
development of the
development of the
development of the
development of the
development of the
development of the
development of the
development of the
development of the
development of the
development of the
development of the
development of the
development of the
development of the
development of the
development of the
development of the
development of the
development of the
development of the
development of the
development of the
development of the
development of the
development of the
development of the
development of the
development of the
development of the
development of the
development of the
development of the
development of the
development of the
development of the
development of the
development of the
development of the
development of the
development of the
development of the
development of the
development of the
development of the
development of the
development of the
development of the
development of the
development of the
development of the
development of the
development of the
development of the
development of the
development of the
development of the
development of the
development of the
development of the
development of the
development of the
development of the
development of the
development of the
development of the
development of the
development of the
development of the
development of the
development of the
development of the
development of the
development of the
development of the
development of the
development of the
development of the
development of the
development

DEAN **Graduate School of Education**

George Mann Unbrenity's (Gadum, Shool of that unit och a Factor who understand the critical policy and practice times forting rody; a character who understands the critical policy and practice times forting rody; a character continued to the contract of the contract of

000000000000000000000000000000000000000	000000000
Salary 330,000 per year, forty hours ore west. Requires Manter of Sciance in Conputer Science, and must have completed graduate coursework, or the equivalent, it is areas of reflicial inclusiones and as pen systems. Apply at the Texas Simployment countries, and graduate to the country of the countries of the co	pression. Il biological e sorthern as cRNA prod sentration of bacteria supplification

cion, TBC Building, Ansala, Tesas 78778, Job Order #6321472. Ad paid by an Boun

Committee of the commit

printipe. These stedlers involve molecular printipe connection such as deed but and complete such as deed but an experiment of the printiple of prin

Research/Hologodar Biology: Retaurth Au-tociting—compact protecting biological co-testing involving the terresists of O-Protect-cing and the terresists of O-Protect-cing and the terresists of O-Protect-different compact of the terresists of the Convolving of terresistant DNA 16-box formation and training the terresists of terre-tection, 320 Digital tension of traini-terion, 320 Digital tension of traini-terion with a compact of the compact of the terresistant of the compact of the compact of the terresistant of the compact of the compact of the terresistant of the compact of the compact of the terresistant of the compact of the terresistant of the compact of the co

Fred of the property of the pr

Proof of legal right to a

RUTGERS

RUTGERS. THE STATE UNIVERSITY OF NEW JERSEY VICE PRESIDENT FOR RESEARCH AND GRADUATE EDUCATION

AND DEAN OF THE NEW RIGHSWICK GRADUATE SCHOOL iniversity invitors manimations and applications for the position of ident for Research and Guadoute Education and Dean of the New k Guadoute School.

Bunnetik Grabinte School.

Rages Linvershy is a comprehensive public essench university with cambers Linvershy is a comprehensive public essench university with cambers. Research and Grabinsto Education and Decard this New Brunswick Graduate School will be bacted in New Brunswick Graduate School will be bacted in New Brunswick. The University enables of the Colon State of

well Conducte Schwal well be In-Acted Iir Neve Planswork. The University week Conducted Schwal Review of Planswork. The University Vere Predden Levi Dudes This gookloon will report to both the University Vere Predden Levi Dudes This gookloon will report to both the University Vere Predden Levi Article Andrew Planswork of the Planswork of the University Vere Predden Levi Review of the Planswork of the Conducted Schwal Review of the Planswork of the Planswork of Levi Planswork

Letters of applications or nomination, including a current vita and the names, addresses and telephone numbers of tive references should be sent to: Search Committee

Search Committee

Vice President for Research and Dearcof the New Brurswick Gralluste School

Office of the President

Old Queen's Bulkling

Old Queen's Buttang Rutigers University New Brumwick, NI 08903 Employment elligibility veniccation required. filmative Action, Equal Opputurity Employer

Submission of Applications: Deadline, January 31, 1992.

San Francisco Art Institute **DEAN OF ACADEMIC AFFAIRS**

The San Franciss o Ard Implante EE Alt is the only degree graviting college in the readon subject shell be the Art. sale. It provides an interestive state—the readon subject shell be after subject to the art. sale in the art. s

FSA enrolls 725 stablests from the U.S. and 2R cauntines, there are 47 registe storily who are practicing artists as well as teachers. They, togother with the institute's alarmin, have glayed a leading rule ut the shaping, cardinally and transformation of art. In the San Francisco II Bay Assa since the 1807s.

The Doan of Academic Albirs is the chief academic officer of the Institute. Height is responsible, in consultation with the Boulty, for the development, implementation and administration at all academic programs is faculing the libbary, curriculum and selection of Jacothy and academic administrative and the selection of the country of the control of the country of the countr

The Dean's ensential task is to provide artistic and academic loadeathly which receptions the uneque nature of the college, reflects the deniently of its street, is formulated through a fairly concerned process, and evaluate the college of the co

The successful individual should have solid administrative skills, including program davelopment and planning experiences. Herbite should we a manifestion of the state accommodate a highly paracipately generated table statement when the should be able to function effectively. The statement of t

APPLICATION PROCEDURE: Candidates should have MFA nr equivalent. Vize andor nominations should be sent by January 31, 1992 in: Dean Searth Committee, Pasident's Office, San Francisco Art Institute, 900 Chest-nut, San Francisco, CA 94133-2299. Applications should include a list of the reference. AAPEO, Minorials and swomen set strongly orged to apply. 物的金属电池和金属物的杂类和内型电池和高级和显视和显视和显然的 2 种的和实验的 2 实现现在是有效的现在分词

sec. salion, DOI took 190, III-out
fine characters Associate podties critishis in the Directory of the first podties critishis in the Directory of the first
poly at the University of the first
poly at the University of the first
poly at the University of the first
poly and the first
poly at the first poly at the

The Common and December 1, 520 per 100 per 100 per 110 to Dr. Pareice G. Garrinet, Organization of Communication of Communication

VICE CHANCELLOR AND DEAN. GRADUATE STUDIES AND STUDENT ACADEMIC AFFAIRS

University of California, San Francisco

The University of California, San Francisco, invites nonuinations and applications for the position of Vice Chancellus and Deas, Graduata Studies and Student Acudemic Affairs.

BIO SINGERY ACUBERNE. ATMERS.

UCSFF is the adjourned relate casepuses of the University of California that is devoted solidly to the health actences, including paralessional schools of additional confirming additional c

Respondibilites
A. Drans of Groduste Studies; proxide strong lenderphip for graduate pro-grants in the lium echoch; versee administration of all matters conceived to the coordinate long-term plasating in graduate colocating and dest opported or new progrants; des etaps and diminister policies and services for positions, and the control of the control of the control of the control of the property of the control of the control of the control of the control programs, including recruitment and related to 4 tableshoot and property of the control of the control of the control of the control programs, including recruitment and related to 4 tableshoot and property of the control of the control of the control of the property of the control of the control of the control of the administration of control of the control of the control of the administration of control of the control of the control of the administration of control of the control of the control of the control of the administration of control of the control of

Applicants or nomines must hold a Ph. D. ur M. D. degree (or equivalent). Evidence of scholingly solbewness in teaching and network in requirable and observation is constructed as a second of the second of the school of the second of the second of the second of the fact that the second of the second of the second of the fact that the second of second second of second of second s

Negotiable and commensumte with qualifications

July 1, 1992

Consideration of applications will begin February 15, 1992. Letters of application or nomination, with complete corriculum vitae, bibliography, and names of three references should be sent to:

Ms. Janice Babula Search Committee, Vice Chancellor and Dean Box 0400 University of California San Francisco, CA 94143-0400

UCSF is an equal opportunity, affirmative action employes. Women and minurities are encouraged to apply.

HOWARD UNIVERSITY Dean

College of Fine Arts

COILEGE OF FINE ATTS

Howel Districtly in relating a supercace attaining teads with creative interesting interesting and interesting the control of the college of fire Art. The Den is not chief accessed effect of the college of firem directly into fire I control of the college of firem of the college of the control of t

Dr. Tritobia H. Benjamin, Chais Dean Search Committee P. O. Box 961, Administration Bullding Howard University Washington, DC 20059

Howard University is an affirmative scrion, equal opportunity employer.

construct consentantal mutation on any close of electro-hostists (183) flate-hostists (183) f effection; use of light-grip treasures, composer analysis of light electrons or usableid autoremoter and light electrons or usableid autoremoter, comparates a speriment properties of the light electrons of the light electrons of light electrons or light electrons of light electr

Advictionness.

Bearand/Physics: Postocioral poelitics in Theoretical Atomic and Malescapie Practical Theoretical Atomic and Malescapie Practical Control of the Particular Atomic and Malescapie Practical See an additional opening on Protectional Research Associates, Charront, via control of the Particular of practical Control of the Particular of practical case and behavior of atomic and malescapie in stores selection of many and malescapies of the protection of the protectio

Vice President for Academic Affairs and Research and

Dean of the System Graduate School UNIVERSITY OF COLORADO SYSTEM

The Vice President for Academic Affels as Research and Done of the State of the Control of the C

Office of the Prestorni, located in Boulder.

The Was Prestories for Anoderné Albas and Research works with his lour Chancallon and other company officials in coordinating the development and opposition and other company of the second of th

An Dean of the System-unde Greducia School, 8th orderducial is the chief socialists and administrative officer of the Unbernity-wide fundament of brock.

An Dean of the System-unde Greducia School, 8th orderducial is the chief socialists and administrative officer of the Unbernity-wide fundament of brock. Greducia School programs, is the dute of the Greducial School Exactive Committies, and is the prescribing officer to in meetings at the Greducia School and Greducial School School and Greducial School Schoo attinic and columnal devently, and rasolving mutil: campitus issues and processin Qualiffications. The condicious must be an established sciolos, algible for a terrared appointment and an appointment for far gardustic who of incivity, and statematic appointment and an appointment for far gardustic who of incivity, and statematic conditions, and appointment for the gardustic who of the collections statematic conditions, and applications of the conditions of the control of the statematic conditions, control of the conditions of the conditions of the control of the conditions of the control of the conditions of the conditions of the control of the conditions of the compensation and componential staff accordance. Salary Salary will be competitive and commensurate with experience

The University of Colorado has a strong institutional commitment as the principle of diversity. In that spirit, it is particularly interested in racelving applications from a broad spectrum of people, including women, members at atheir minorities, and disabled individuals.

Plaase send letter of application, curriculum vitae, and rames and addresses of three references or nominations to:

Mark Watt
Executive Officer to the President
Campus Box 27
Boulder, CO 80309-0027

The search committee will begin evaluating applications and nominations on January 31, 1992.



CREIGHTON UNIVERSITY

Creighton College of Arts and Sciences Associate Deam The University Invites applications of qualified candidates for the position of ASSOCIATE DEAN of the College of Arts and

date for the position of ASSCCANE DIAN of the Cortege of nix and The Associate Dean purporess after regular bashess of the College office, fricking class arcoliments and publications, advises the Daar on college office. See that the Committee of the Cortege office of the Cortege office of packing secting and central control of the Cortege office of packing secting and central control of the Cortege of packing secting and central control of packing secting and central control of packing secting and control of packing section of Cortege of Cor

Salary is compatitive. Deadlina for receiving applications is february t, 1992. Applicants about a and a letter of interest, a current vita, and the names of at least three references to:

ast three references to:
Dr. Richard R. Super
Chair, Associate Dean Search Committea
Creighton University
California at 24th, Omaha, NE 68178

Women and minority applicants are especially encouraged to apply.

Delos, Daparinient of Physics, College of William and Mary, Williamsburs, Virsima 23185. The University is as EGOUAA comployer and apsecially encourages women and minorities to apply. Review of apsiloations bagies February 3, 1992 and comilease suit the portion is filted.

are usual the position is nance.

Research/Relogy The MRI Center of the
Describes of Busiciony of a university
reaching hospital is assuring conditions in
removaling any properties of the representation of the
removaling representation of the representation of
posi-dectoral work in eapprisonate nuclear magnetic restorance physics as well as
proof of personanal leads achieving to work
in the United States are required. The Indi-

relinal is specied to perform transpert vis-whole-body magnetic mismace installa-volve limited and produced and complete installation are reliable and com-trolly limited and produced and substallation are reliable and substallation of the reliable and the substallation of the complete and the substallation of the substallation of \$37,000. Appliants shared seed a currec-tion work when and as a sound substallation of \$37,000. Appliants shared seed a currec-tion of the substallation of the substallation of \$37,000. Appliants shared seed a currec-tion of the substallation of the substallation of \$37,000. Appliants shared seed as currec-tion of the substallation of the substallation of \$37,000. Appliants shared seed as currect \$40,000. Appliants shared seed as currect \$40,000. Appliants shared seed as a \$40,000. Appliant shared seed as \$40,000. Appliants shared \$40,000. Appliants shared shared seed as \$40,000. Appliants shared \$40,000. Appliants shared shared shared shared shared shared shared \$40,000. Appliants shared s



Philadelphia College ' of Textiles&Science

VICE PRESIDENT OF ACADEMIC AFFAIRS

After four and one-half years at this despite College of Tender and Secure. Dr. Eisther Hazazone is leaving to accept the presidency of Chatham College in Parlsham, Hen prodecessor at PCTAS also left to accommodate presidency. The College is therefore seeking an exceptionally, also and deducated administrator to seve as the College's exceptionally.

Rapposabilities will us lode con-efficave, efficient and productive management of intertrienal programs, budgetnes and planning for universions and radiance support, feeling and staff commons and articles and articles of the continuous districts, the computer center, the library and the international center and design extent.

rous for international secritic and druggs center.

The Successific Condidates well lawer on zeroed destructs: Starfite will dearmstrate a firm commission to ackenic coefficient in both professional and hebral clusterates, and elementates for the professional and hebral clusterates, and elementation and institutement annaugements. Equily important, berthis was well an institutement annaugements. Equily important, berthis was well stored a professional cutter founded apon sparted inquery, openations a perfect of the professional cutter of self-and subtracts. Shelf-fit must be to be the control of the professional cutter of self-and subtracts. Shelf-fit must be to be the control of the control of the professional cutter of self-and subtracts. Shelf-fit must be founded by the control of the co

President's Council.

Philadelphis College of Teacher and Science, founded in 1844, a six undependent, coolercialost, fully used roles, four-year college, air undependent, coolercialost, fully used roles, four-year college, uniformly recognized for its producent and resident produced and resident charge on an exclusionary produced and residents. Lurgue on an exclusionary on America undestructures, and representationary of the sciences, full residents, for the anterior under a contract of the contract of t

Applications and nominations (including résumé and three references) must be mailed by February 14, 1992 to:

Academic Vice President Search Committee c/o The President's Office Philadelphia College of Textifiee and Strong School House Lane and Henry Avenue Philadelphia, PA 19148

PCTAS ir an affarmative oction, equal oppositetity employer.



VICE PRESIDENT FOR RESEARCH AND DEAN OF THE GRADUATE SCHOOL

NORTHWESTERN UNIVERSITY EVANSTON AND CHICAGO, ILLINOIS

The Vice President for Research and Dean of The Graduate School is a senior central administrative position with broad responsibilities for stimulating and facilitating graduate education, research, and scholarly activity throughout the University. The Vice President administers the Office of University, the vice vresions administers the Onice of Research and Sponsured Programs, which manages a large and growing funded research program. The Vice Pesident also supervises the technology transfer program and the Office of Research Services Administration which is responsible for the research infrastructure. The Vice President fosters interdisciplinary initiatives and oversees President rosters interdisciplinary inflatives and oversees a most major research centers. As Dean of The Graduate School the Vice President oversees more than 80 advanced degree programs enrolling approximately 2500 graduate degree programs enrousing approximately 2500 graduate students. The Vice President serves as a member of the President's stuff and of the Deun's Council, For full consideration, numinations and applications should be sent by February 1, 1992, 10:

> Professor Thomas D. Cook Chair, Search Committee Northwestern University 2040 Sheridan Roo Evanston, Illinois 60208

Nurthwestern Unit crisky is an Equal Opportunity/Affirmative Action Employer and Especially Welcomes Applications from Women and Minorities

VICE CHANCELLOR FOR ACADEMIC AFFAIRS Indiana University-Purdue University at Fort Wayne

Indiana University-Purdue University at Fort Wayne (IPFW) Invites ap-plications and nominations for the position of Vice Chancellus for Analymia Affairs, the university's r hied academic officer. The Vice Chancellus, volu-reports directly to the Chancellus, its responsible for the development and administration of all scadenic programs, facingly development and nection.

and as a demic budgetup planning.

Qualification to appropriate should include appropriate administrative represents on the consistent with tenue requirements in one of the elements of the consistent with tenue requirements in our of the relation of the power point of the consistent with ground and proven record of revolvence in schoolings and notebral. The sexual remains will got particular attention to standidate with good communitation of the consistent o

IFPV, efficient with bath induse the towards yet of the control programs of th

Application, or nominations, should include a letter of interest address-ing special qualifications, a résumé, and the names, addresse, and fele-plaine numbers of al lessi three references. It is especied that the screening process will begin february 17, 1992, and the position will begin fairly fairly fairly for the screening the second section of the section s



SEARCH AND SCREEN COMMITTEE FOR VICE CHANCELLOR FOR ACADEMIC AFFAIRS INDIANA UNIVERSITY-PUROUE UNIVERSITY AT FORT WAYNE FORT WAYNE, INDIANA 46805, 1400

As Alfirmative Action, Equal Opportunity Empinyer

Vice President for Academic Affairs and Dean of the College

Martan College of Fond du L'ac invites applications for the position of Vice President for Academic Affatra and Dean of the College.

President for Academic Affeirs and Dean of the College.

Marks College is an independent, control, Cathodic relating board of ired data. College is an independent, control of inches relating beginning and control of inches and inch

cultureds sites.

The Nor Protection for Accordance Admiss and Obera of the Codings and server in lab you protected for Accordance and the Accordance and Codings and should have been server as a child accordance of the codings and should have been server as a child accordance and a coding accordance and a coding accordance and a coding accordance and a coding accordance and accordance and a coding accordance and a coding accordance and a coding accordance and a coding accordance accordance and a coding accordance accordance as a coding accordance accordan

Screening of applications will continue through February 3, 1992. The search will remain open until the position is filled. Appointment start date is scheduled for July 1, 1992.

AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER-EDUCATOR

continued materials is first that it is a second to the se

or and any production of the control of the control

produzingler Barrych, Astronom, acte research to bearing loss research to bearing loss research to bearing loss research to bearing loss research to be a consistent of the control of the

California State University Fresno An Equal Opportunity, Affirmative Action Ing. PROVOST/VICE PRESIDENT FOR ACADEMIC AFFAIR

California State University, Tresno motes nonmattans and application the paration of Proyent/Vice President for As actions Adain.

California Mode Ishlevering, Income moths mountains and options and application of the control o

which is the core publish.

The rimidate should be able to take, the bring by its promising expension of the property of the p

Bernick

APPICATIONS: Present of applications begins to helman 1937 phecontinue mith the produce in third 1 and these should shall their
interest, contraction in the and count of the producent advantage of the Provider hant Storpel, I has

Various for the Provider

I filter of the Provider

I filter o

belyabore 1203 (2013) (2013) (2013) (2014) (

Maria de la companya ROGER WILLIAMS COLLEGE Bristol, Rhada Island

VICE PRESIDENT AND DEAN OF THE LAW SCHOOL

Ruger Williams College to establishing the first law school in the Stef Rindo Island with the rules of a distribution the first their of such the first of 1913. The College seeks as person to provide Extendible this new actual of how and the sure excludible implement its foodley. The Vice Provident and Deate of the Law School will be respe

The Vac Provident and Boar of the Law. School will be repossible abelign and sometime time of a rise, who do for they archeling be designed as the souther time of a rise, when the first, archeling be designed as the southern the southern the southern time of the law the southern time of the law the southern time of the law the southern time of prosper time indicates.

Interest time of prosper time indicates.

Interest time of the law the state of the state

eather periphe time under All A accretions and All A accretions in the extractive translation will have a schemic final shaded specificate law school did be the accretion to the extractive that the extractive translation is a specificate of the production of the production of the extractive translation in the control of the extractive translation of the extractive about the extractive translation of the extractive translation of the extractive about the extractive translation of the extractive translation of the extractive translation of the extractive translation of the extractive about the extractive translation of the extractive about the extractive translation of the extractive tr

Dr. Malcoim ti. Forbes
Vice President for Academic Affairs
Rosev Williams College
Bristol, Rhode Island 02809

The deadline for submission of material le January 18, 1992. Roger Williams College to an Affisemente Action. Equal Opportunity Employer.

produktionality background preferred.

The account appearance of preferred.

The account appearance of preferred.

The account appearance of the account appearance of the account and preferred of the account appearance of the

BULLETIN BOARD: Positions available



Creighton University ASSOCIATE VICE PRESIDENT FOR DEVELOPMENT

(Title Reclassified)

Ceighton University, in recognition of the scrape of background and experience necessary to successfully implement its fund-raising goals and tulicourse, has expanded its search for a chief development offser, and seeks to recrist an Associate Vice President for Devolupment.

Excite an Associate Vice Previolent for Devolupment.

Reporting to the Vice Previolent for Linearity Relations. Be Associate Vise Previolent for Devolupment will work closely with the Previolent, the Storat, and the Vice Previolent in concessing and implementing suspines for more comprehensive and targeted interactions and implementing suspines for the previous support of the previous support of the previous support of the Previous Storates o

NEWS.

Physia, Independent, Catholic and lesuls, Cesighton is n comprehessive, cockutational university of three colleges, the pulsestonal schools, a gradual spical and a summer sections greater, the pulsestonal schools, a gradual spical school and summer sections greater, the schools, and such schools are set of the schools of the sc

1991. Videbe candidates, should have ni lesst reven years of fund-sisting leader-daje captience with a proven level of self-sistence provided and self-sistence self-sist

Review of nominations not applications will begin immediately and son-tiate until the selection of the candidate of choice. Materials of introdustion should include a cover letter relating specific experience to this position and numers desure.

Nomination and application materials should be sent to:

Martha Z. StachRas Vice President Executive Search Branes & Roche, Inc. Building Three, Suite 110 919 Cunestoga Road Rosemont, PA 19010 FAX: 215-527-0381

VICE PRESIDENT FOR ACADEMIC AFFAIRS AND PROVOST **University of South Carolina**

The Linkwesty of South Carellon Invites applications and nominations for the position of Vice President for Academic Albits and Provost. The University London fel in 100,1 bits enablers of older continuously supported state university in Cody in the Linkwesty in the Cody in the Linkwesty in the Linkwest of 17 configuration for the Linkwesty in the Linkwesty in the Linkwest of 17 configuration for the Linkwesty in the Linkwesty in the Linkwest of 17 configuration for Linkwesty in the Linkwesty in Linkwes

ing, research and public service programs:

support areas:

furnished and implementation of policy with respect to employment,

aupport areas:

- monautor or resources in an accornic and academic
- formulation and implementation of policy with respect to employment,
permotor, tentre, and faculty of the properties of th

The University seeks a candidate who has

• academic credentials in leaching and scholarship suitable for the rank of

The University seets a cardidate with has a cardenic contenties in teaching and scholarship suitable for the rank of a significant accomplationers in academic administration including sersi-ships to base of genetic and estimate (develop); and complation accomplationers in academic administration including sersi-ships to be a service of the complation of the contents of the con-cept of the complation of the complation of the contents of the con-cept of the complation of the complation of the contents of the statement, of educational philosophy, and a curriculant where more contents a brief statement of educational philosophy, and a curriculant where contents of the statement of the contents of the contents of the contents of the supplications and renormalisms and accompanying materials may be unated as the University services to the line position of the University services to the University services of the contents of of co

matters of punic record.

The University seed to 18 the position by July 1, 1992. Applications and nominations will be accepted until a successful candidate has been selected. Applications, nominations and neglects about the addressed to Applications. The Protector Devaded J. Cardiner, City Board Committee of the Protect Committee of Collected in Protects University of South Cardina.

The Protects Collected Sci. 27808

The University of South Carolina is an Affirmative Action, Equal Opportunity institution and employer. Women and minorities are encouraged to apply.

Secondary Education Assistant Professor of Psychology and Education, Secondary Education, Month Holyote College. The Education, Month Holyote College. The Department of Psychology and Education at Month Holyote College in section consistent or a find dimer learner force is autistant professor faculty position in accordary and stocking objects of education. Reconstitution actual actual section section.

Secondary and Middle School Education, supervision insides landers dying an experiment of the secondary states and secondary states and secondary states are secondary secondary

VICE CHANCELLOR

UNIVERSITY OF WISCONSIN MILWAUKEE

Nominatiums and applications are being snught for Vice Chancellor for Asadenie Affairs, University of Wisconsin-Milwaukee by a Faculty Search and Sereen Committee appointed by Chancellor John II. Schooder.

Seech and Screen Committee appointed by Chmentor John 18. Section of Section of Academic Alicia is the she factoriation Gillect of the University and engine to the Chmentolic The Vis Chancellos it appoints for the glanning, development, conclination, review, and animistration of all anotheric programs. Related respossibilities in the population of the planning, development, conclination, review, and animistration of all anotheric programs. Related response fibrilities in the programs of th Candidates should have eignificant administrative esparianse in high-er education alraye the depertmental layer and must be territable at full professor and in an academic department.

The closing date for applications and nominalium is February 17, 1982. The anticipated appointment data is July or Saptember, 1902. Sond letters of nomination, applications, or requests for information to:

tters of nomination, applications, or requests for inform
Profestor John F. 8thby
Search and Screen Coomittee for Vice Chancellor
Botton Itali 602
University of Wisconstin-Milwaukee
P. O. Box 413
Milwaukee, WI S2801

The Univorsity of Wisconsis Systems is required to release, within two days of n request other the chadling for receipt of nominations and opplications, a sombined, undifferentiated list of all nominees and applicants.

The University of Wieconsin System is an Equal Opportunity, Affirmative Action Employer.



Bennett College

Greenaboro, North Carolina 27420

VICE PRESIDENT FOR INSTITUTIONAL ADVANCEMENT

Beasest College invites nominations and applications for the position Vice President for Institutional Advancement. As a sensite college differs, the Vice President present directly to the President College differs developed the Vice President College and College and College differs developed the Vice President College and C

ment for expital sampling.

Requirement for rendaders lardud postession of an advanced degree to doctorine in desired); 7:10 years of current and successful hands to be objected and the statistic generation and the statistic generation of the statistic g

inéciatifs Ailli et al ability to work with te team.

Banner College, founded in 1873, it en private, residential, hieroricelly Black, UNCP undergraduate liberin six tolkes for women, diffiends with the United Methodic Charch. The College for women, diffiends with the United Methodic Charch. The College for the Colle

pperaring under 100 Tear Cours (1900-2000).

Position compensation end benefite are competitive and coded to educa-tion, chills level, experience, and previous fund-raising records. Nominarions or letors of application with e résumé and the names of three references, one of which must be in higher education, abould be submitted in rondonse by January I.I. m.

Chair, Iosticustonal Advancement Search Committee BENNETT COLLEGE 900 East Washington Street Greensborn, North Carolina 27401

Bennett College is an Equal Opportunity Employer

why, and f. and resistants in an Affirmative Action, East Concentrally Resistant and Action, East Concentrally Resistant and Action, East Concentrally Resistant and Action, East Concentral Processing and Action and Actio

Collection (1971). The presence of particular and the present particular an

VICE PRESIDENT FOR ACADEMIC AFFAIRS

The University of St. Thomos invites opplications for the position of Vice President law Acodemic Affairs, the chief availant, officer of the University, who reports directly to the Praisfoot. Toward execupilib-ing the goals of the University, the successful candidate will be expec-el to provide leadership and direction for all metherism and instruction-

al programs.

Founded in 1977 by the Buillian Fathers, the University of St.

Thomas is an independent, coeducational Carbolic buttiation of hightimes and the state of the

Of its 2,100 students, nearly 800 are in graduate programs: hustness (MBA), education (MEd), lihard arts (MLA), philosuphy (MA, PhD), religious education (MRE) and theology (MA, MDIv). Qualifications:

- Qualifications

 Cabbolls

 Bockground and experience indicating a genuine connectment to

 Bockground and experience in thirteeniny's Bueflian tradition and
 matering as a Calculate institution.

 Barrator deutocata

 Barrator deutocata

 Cabbolls

 Barrator deutocata

 Bar governance

 Experience with and understanding of the contemporary monagement lechniques oppropriate to acutenic histlitutions
- Applications must include:

 Latter outlining coomitment to Celholic higher education

 Comprehensive current resume

 Names, addresses, and telophone numbers of five inferencee

Nominotions and applications must be received by 15 February 1092 Desirable starting date: I July 1992.

Nominations and applications should be sent to: Precident Joseph M. McFodden University of St. Thomas 3800 Montrose Boulevard Houston, Toess 77006

The University of St. Thomes is an aqual oppurtunity employer with a erroug commitment to hiring women and minorities.

VICE PRESIDENT INFORMATION TECHNOLOGIES

Loyola University Chicago is an independent, private, Jesuli Catholic institution providing the best in quality higher advestion and health care to alu-dents and patients regionally and neilonally.

Reporting directly to the Executive Vice President of the University, this position directs the university-wide computing and islectormunication readuces in the scademic, linendal, sofministrative and medi-cal communities of the university, and serves the needs of isculty, staff and students on live compuses.

The primary reponsibility is to serve the user communities by providing leadership, artespir between the communities by providing leadership, artespir planting the providing and leadership artespir planting the providing and providing artespir planting the providing artespir planting the providing artespir planting the providing artespir planting artespir

Applicants for this position should have a demonstrated history of issdership, success, innovation and facad responsibility in the stock of the facad transmission of the stock of the medicinement of a multi-million doller computer installation, an advanced degree, and a bedeground in an academic, research and madical snrvironment are highly deal-should.

Interested candidates should sand a letter of application and professional via to: Deborah L. Holmes, Ph.D., Vice President for Academio Affaire, LOYOLA UNIVERSITY CHICAGO, 6526*-N. Sheridan Rd, Chicago, B. 69026* Loyolo university Chicago is an equel opportunity amployer/aducator.

UNIVERSITY CHICAGO

Social Worky Faculty postilique available for Fill, 1992 in graduate social work stro-gram; Indi-dias, tourne tract, D-aronta, issuin, beath our, promotion, children and the line, solitate social work, children and families, solitate social work ny relaid, field recommended the line, solitate social work ny relaid, field reduction, with All Po consistence.

practice, MSW plus 2 pears' practical excep-fances hav required. Milatority combinates are streamly excepted to easy. Desillon in Tebrusary 1, 1972 or until filled. Send these represences (Caster, Sentry and Serosa Committee, Lubwrith of Hussian, Credition Exchange of Books Work, (speaks), Credition Exchange of Books Work, (speaks), to it is an Equal Organizative, Affirmative Action completely.



7 7

The Chronicle: Your Window on Academe



If order cards are missing, use the form below. The second second

LOCK WILLDAM OIL WOUTHE

Special Purchase

The Chronicle of Higher Education P.O. Box 1955, Marion, Ohio 43305

Please enter my subscription to The Chronicle. ☐ Bill me \$67.50 for 49 issues (1 year).

☐ Bill me \$37.75 for 24 issues (½ year).

Please charge my

Account number	Expiration date
Signatum	7
Name	
Title/Department	
Institution	
Address	
Dity	
	Stare Zip Code
THE DECIMAN PROPERTY.	D01





VICE PRESIDENT FOR ACADEMIC AFFAIRS

Hollins College, Roanoke, Virginia

Hallms College, located in Russneke, Virginia, was founded in 1842 as the site of the college of

countries. Over 40% of the alumnue contribute annually to the college, but the college and report directly to the President. The Vice Fresident is not expositely contributed and report directly to the President. The Vice Fresident for Academic Holland overall repositively like the academic programs delicated in the college and report directly to the President for Academic programs and the College and the Colleg

The Vice President for Academic Alfoirs must here an earned Ph.D. and possess personal skills which insure occupiance within and respect from all of the constituencies of Hollins College.

Applications: Applicants should send (1) a letter expressing their interest is the position, (2) their curriculum vilne, and (3) the name, titles, addresses, and the telephone numbers of fibre reformers (references will not be contacted without the applicant's prior permission) by February 20, 1992.

s: Nominators should send a letter of nomination and, if nominee's curriculum vitor. Applications and nominations

Professor Harrief Gray Chair, VPAA Search Committee P. O. Box 0625 Holling College Roanole, Virginia 24020 (703) 312-6321 FAX (703) 362-6642

Position starting date: July 1, 1992.

Hollins College is an equal opportunity employer



Executive Vice President and Acedemic Dean

terling College Invites applications and nominations to executive Vice President and Academic Dean. The individual will be expected to bring innovetiva leedership and vision to the ecademic program se well as outstending edministrativa skills for overall campus management. Candidates should possess and show evidence of an enthuelastic Christian feith as well as a commitment to liberal erts education and quelity teaching; they should

erly) the benelite of living in a rural Kensas community.

Sterling is a growing and dynamic Presbyterien
college whose mealon is to "develop creative
and thoughtful leaders who understand a meturing Christian isith." To obtain a luli meturing Christien lettin. To observe a position description, correspond with introductory letter to: Dr. Roger Parrott, introductory letter to: Starting. President, Sterling College, Starling, Kaneas 67579 Equal Opportunity Employer





EXECUTIVE VICE CHANCELLOR

Virginia Community College System Richmond, Virginia

The Virginia Community College Systam Includes twenty-three colleges with their-feat camping a prideful communication and the colleges with their colleges of the colleges of

expected V-7.23 FTES will be actived with a System-wide budget of \$2.33 . The Virgiata Cammistry College Spires in twice supplications and nominations for the position of Executive Vio Chencider. This individual will as a Chief Dermitten Officer responsible to the Chencider for the State of the State of

Address: System Office Human Resources Department Web Communication College Share College Share Resources College Share College Share College Share College Share College Share College Share Lab Peter Blown Human College Share Lab Peter Blown College Share Lab Peter College Share Lab Peter College Share Lab Peter College Share College Share Lab Peter College Share Lab Peter College Share Lab Peter College Share College

PROVOST

PROVOST

WAYSE STYTE UNIVERSITY 12 coursely animated rememb university with a competitioning unitarian limitation. In 3400 to indicate a insight for worker through and colleges of unitarian experiments of the colleges of t



WAYNE STATE UNIVERSITY



University of Southern California SENIOR VICE PRESIDENT

FOR UNIVERSITY ADVANCEMENT The University of Southern California (USC) seeks a Senior Vice President for University Advancement who will be USC: schief development officer and one of three chief operating officers working directly with President Seven B. Sample.

Founded in 1880, USC is the oldest private research university in the West. It has grown into a major center of learning which enrolls over 28 000 quelon and which offers degrees through 18 professional schools, the College of Letters, Arts, and Sciences, and the Graduate School USC is one of only four private AGU universities in the western half of the United States.

process rows unneverties in the western nat of the strine States. The Sector Valve Paciedaria primary approacheight was be toled the University Advancement District nature occurrent to the work of more than 150 professional and support personnel. Mojer fund residing responsibility is looked with the University's two docum needemic untils, and the Sender Veter Prediction plays a probabil role with the Prediction and Process in concentrating all of the University's fund-assistry alloris. The Victa President for Ahmet Reliations who over-the occurrence of the Pacific Reliation (and process of the P

An outstanding record of accomplishment in institutions senior positions, and professional fund raising.

Demonstrated skills in planning a major campaign

Deep understanding and appreciation of the research university anviron-ment, especially one which includes a major hash sciences center and is located in the heart of a culturally diverse region.

Proven record of management, including budget administration.

The ability to inspire and motivate others

Nominational Applications Applications Applications and nominational Applications and nominations about the sense by Mrs. Anna Westlal, Assistant the President, Office of the President, Office and the President of Southern California, Los Angales, California 90099-0012. Applications from and nominations of women and minorities are assessible and excessional.

AA/EOE



VICE PRESIDENT FOR ADMINISTRATIVE SERVICES

The President and Board of Directors of Umoqua The Predicts and Search of Directors of Uniques
Community College intile applications for the
position of Vice President for Administrative
Services starting July 1, 1992. The college is an
Equal Opportunity Employer and encourage all

qualified candidates to apply.

The Vice President for Administrative Services reports directly to the President and is responsible for business offairs of the college. The Vice President for Administrative Services will provide Euclosiph for the Director of Accounting and Finance and 6-8 business office stall who handle payroll, accounts psyable, accounts receivable, financial aid collection, genes and centiment, UCC Foornisalon, definal and switchboard

The Vice President for Administrative Services will also provide leadership for the Director of Pacifities and 10 custodians. 3 maintenance/ for the Director of Pacillities and 10 custodians, 3 maintenancer groundskroepen, 2 secretary-lefter and 1 facilities assistant. The Director or Purchasing & Bookstore Manager with 2-4 staff and Security with 4 staff are also responsibilities of the Vice President of Administrative Services. QUALIFICATIONS: The successful candidate must be able to communicate in writing and have excellent communication and manage commissions in writing an inverse construction and management affilir in dealing with a variety of people. A minimum of five (5) years related experience in school or college fixed affairs, prefensibly in a managerial capacity, is requirate. A Ministern Degree in According or Business Administration is required; CFA performed.

SALARXY SSOJA66, non-negotistics. A 12 month probationary contract

SALAN, 1; 30,0%, non-regentate. A 12 month protein only contract beginning 3 (s), 1, 1922.

BENETTS: Unreque Community College has an attractive benefits/ entirement petages filty gald by the district.

APPLICATIONS DUE: By January 31, 1992 and may be obblased from: Post Office Box 957 *Roseburg, Oregon 97470-0226 * Telephono 503/440-4600, etc. 206 * PAX:5033-440-4666



Community

Excellence

As one of five vice presidents reporting directly to the Precident, this person will be responsible for owned policy formetation, plenning, sortimation and isoderable for instituteoral fundralisation and isoderable for instituteoral fundralisation and leaderable for instituteoral fundralisation of occuprebenance program to advance the University of Connecticet among the instorance and outernal constituteoral. The Vice President will be as countable to the President for formulating end implementing e coordinated fundraising at ralegy for the 17 schools and seven compuses of UConn.

Desired quelifications inslude a minimum of a Mester's degree or equivalant experience; 10 years in educational funds signs/public relations: years in educational fundarizing/public relativity, public actor Experience, understanding of the rule of a land-grent, state understanding of the rule of a land-grent, state understanding streated monogenents and administrative at life, excellent written, crot, and intended to lank initiation shilling to tank strategically not to lank initiation to plan. Fernonal presence, cultural and intellectual depth, disapline, integrity, humar, and common sonso a plan Salery is compositive.

Please cond letter of interest and resume to Jeannine M. Upson, Assistant to the Presi-dent for Administrative Affairs, University of Connecticut, 382 Mansfield Roed, U-48, Storrs, CT 06289. Nominations are welcome. Screening will begin immediately end con-linue until the position is filled. (Sourch

The University of Connecticut has a strong commitment to the principle of diversity and, in that spirit, wells a broad sper-trum of conditions lacintary members of minority groups, trumen, and people with idealitizing

UNIVERSITY OF CONNECTICUT

Rutgers, The State University of New Jersey

VICE PRESIDENT FOR UNDERGRADUATE EDUCATION

Retgers University invites nominations and applications for the position of Vice President for Undergraduate Education.

Vice resours or undergraduate couraging.

Ragies University is a comprehensive public research university with campuses in Camden, Newsaik, and New Brunswick. The Office of the Vice President for Undergraduate Education will be located in New Brunswick. The University enrolls over 47,000 students in 26 schools and colleges. The University errolls over 47,000 inflorents in 2 dated in New Binnawick. Dulles II the post of Vice Previolent for University tables (Because II a row position that olders a special opportunity for storce, Innovative leasewing in ple college structure. On all making neutrons causes university within multi-produce ordinates of collection, the Vice President for University state that of produce the college structure. On all making vice Presidents for University state Education, will violent to Carlo With the Proceeding Vice President for Academic Allattar Working Lockey with the Proceeding Vice President for Academic Allattar President for University Education will address the specific needs of university and president for University Carlo With the Proceeding President for University Carlo With the Proceeding of University of Carlo With the Proceeding of University of Carlo With the Proceeding of University of University of Carlo With the Proceeding of University of U

source Centers.

Qualifications An earned doctorate and an excellent record of research, publication, reaching, and service an required. Candidate many effects of terruted professor ratic within an actemic department, as excellent to terrute and the expension of the excellent action of the exc

Search Committee
Vice President for Undergraduete Education
Old Queen's Building, Room 101



New Brunswick, NJ 08903

Employment eligibility verification required.

Affirmative Action, Equal Opportunity Employer.

performance (College Rechael of Viernes Reverses and All Alex Serves). Springer Alexander (College Rechael of Greek Serves). The extract of College Co



VICE PRESIDENT FOR ENROLLMENT MANAGEMENT

Beaver College, a comprehensive institution of 2,300 bill, and partime undergraduate and graduate audents in suburban Philadella, Invites applications and nonimitations for the position of Vice President for Enrollment Management. The Vice President re-proximent for the executive term. Areas of expoundibly include undergraduate, trensfer, and continuing extraction to the continuing extraction of the continuing extraction of the executive term. Areas of expoundibly include undergraduate, trensfer, and continuing extraction of the executive term. Areas of exposure the extraction of the executive term. Areas of exposure the extraction of the executive term and the executive terms of the executive terms are thandless and the executive terms are the executive terms are the e Successful candidates should have the following characteristics

- e Prior exparience and success in the field of enrollment manage-
- Prior expenence and success in the tests of entermined the ability to develop strong recruitment and retention programs the service title and part-firms students of diverse ages and from the control of the service o

- n. communest to Integrity and service.
Review of cancidates will begin Falsury 15 but applications will be accepted until the position is filled. Perform stating date: May 1, 1992. A letter doctoration of miles of the service stating date. May 1, 1992. A letter doctoration of the survey of the service of the

Beaver College is an Equal Opportunity Employer and strongly encourages applications from women and minorities.



San Antonio Art Institute Finance and Administration

San Anionio Art Institute is a SZ-year-Old Independent private non-profit corporation which operates a multi-faceted visual eri educational pro-gram. The Art institute added is Sachelor of fine Arts degree program in 1988 and is currently pursuing accreditation. The school is located on the grounds of the MicKelly Art Museum and is housed in a three-building 60,000-square-foot facility. The current budget is in excess of \$1.5 million, with 60 fills are pro-time satel and faculty.

will not use any particular stall and faculty.

Separating directly to the President, the VPPA is responsible for the accounting directly to the President, the VPPA is responsible for the accounting directly the VPPA is responsible for the Accounting the Accoun

Salary and benefits are competitive and commensurate with experience

Application Please send a current vita and letter of epplication summarizing your qualifications for the position, and include the names and addresses of three references. Application made must be positrawized no later than january 31, 1992 and should be sent to

Director of Human Resources
San Antonio Art Institute
P. O. Box 6092
San Antonio, Texas 78209

San Antonio Art Institute is an Affirmative Action, Equal Employment Opportunity Employer.

inters of reference to: Dr. Syrvin Lawson. Chair, Search Committee, College of Lib-cral Arts, 2912 College Avenue, Davis Flories 3314, Flories Atlantic University is an BEO/AA Entstoyer.

ing to undergradient and sufficiently teachers and public services are encourage research and public services are encourage and public services are encourage and public services are encourage and public services are an experienced and an experience and are attractly encouraged and the public services are attractly encouraged to the public services are experienced and the public services are experienced as the public services are experienced as the experience and the public services are experienced as the experience and the public services are experienced as the experience and the public services are experienced as the experience and the experience and the experience and the experience and the experience are experienced as the experience and the experience are experienced as the experience and the experience are experienced as the experience are



VICE PRESIDENT FOR ACADEMIC AFFAIRS

St. Cloud State University

Date of Appointments June 1, 1992.

Date to Appointmenth June 1, 1902.

Remposelbilities 1) Adults the president on all acidente spaties. It Allocate leculty positions to academic, service, and attenuation of the Appointment of the State of the Appointment and presented and the state of the Appointment of the Appointme

higher education.

In Illateriality Founded in (869, St. Cloud State Unbernity is compensate unbernity other growth of the Compensate unbernity officers growth of the Compensate unbernity officers growth of the condition of the condition of the Compensate of the C

hardonies are En.courageo to epipe.

The Commentity's C. Cloud in one of the fastest growing cities in Misseson metropoliten area population of more than 100,000. It is a should be considered to the consideration of the Annly to:

Dt. Roland Specht-Jarvis do President's Office St. Cloud Stare University 720 fourth Avenue Soeth St. Cloud, MN 56301-4498

Application information and Deadling and Exelection and Deadling of the Company o

SCSU is an equal opportunity educator and employer.

Central MISSOURI STATE UNIVERSITY

Vice President for Finance & Administration

Central Missouri State University frontee nominations and applications for the position of Vice Presion for Planatce and Administration. The Vice-President, reporting directly provided plant properties of the ly for budgeing, accounting, physical plant, purchasting, public safety, phinting, human resources, and facilities, scheduling. This senior love posi-tion of the properties of the provided provided plant provided pr

tion registers between these through the control of the control of

Karasa City and one hour and e harmonismoning is one floor protection. Prosition available [9], 1, 1992. To be assumed that multi-most protection is also provided by the protection of the pro

more (S011235-4006. Affirmative Action.

Berlin (S011235-4006. Affir



Provest and Vice President for Academic Affairs THE UNIVERSITY OF TEXAS AT SAN ANTONIO

The University of Texas at San Anturio Invites numbratives and applications for the new positions of Provest and Wee President for Academic Addis. The Children Texas and Children Texas

insgert city.

ITE UNIVERSITY
UISA is a comprehensive public meta-publica suriversity incated on the
UISA is a comprehensive public meta-publica suriversity incated on the
Second Control of the Control

manding nesdemic programs, and rapidity developing research activities. IESFONNSHLITHS silectly in the President and normally serves us the Proposit reports. Problem's absence. The Proviot have broad re-positions, including leadership in academic plearing and resource allo-cations, the silection of the problem's absence. The Proviot have broad re-sponsibility for the development, administration and quality of academic programs, including leadership in academic plearing and resource allo-cations, the silection of the problem of a clicked doctors is programs and associated research or the development of aclected doctors is programs and associated research or the development of aclected doctors is programs and associated research.

the development of sejected ductions junginass and associated research (QUAJIPEATORIS). The Parocel and Vice Protein of Vogo es implement Institutional protein included and values, the shall not vigor as implement Institutional qualitations and the interest of the protein of the protein of the protein of the protein of Parocel, the societated candidate main there are morted ductions of Format, the societated candidate main there are morted ductions of the societated candidate main there are morted ductions of the societated candidate main them as morted ductions of the societated candidate main them as morted ductions of the societated candidate main them among the societation of the societate of the societation of the societ

ence, and strong university community thistage.

APOLITIMENT AND APPLICATION INFORMATION
This patient has a starting date as early as July 1, 1972, or a fatter to man
This patient has a starting date as early as July 1, 1972, or a fatter to man
the competitive and connecturation with qualith-attents and expedient.
Robots of candidates will begin on Jebratry 3, 1992, Applications and
the competitive and connecturation when the qualith-attents and expedient.
Robots of candidates will begin on Jebratry 3, 1992, Applications and
the connecturation of the connecturation

nes and telephone symptors at a town tree
Dr. Raymond T. Gartza, Clois
Provost Search Advisory Comunitive
Olifice of the President
The University of Texas at San Antonto
6900 North Luop 1604 West
San Antonio, Texas 28249-6601

The University of Trees of San Antonio is an Equal Employment Upportunity.

Schänge Germenderger Werd Germin C. C.

The Rith an Agreement Professor to below the Common C

please. Another, Estand Depositionty in Expropelly Another, Periodical States of the Control o

Rutgers, The State University of New Jersey VICE PRESIDENT

FOR STUDENT AFFAIRS Robers University invites numerations and applications for the position of

towers viderever inner halmstands and applications for the position of the Rights University in Accomplication (with a security towers) with a regime to the Rights University in Accomplication (and New Pottomwork. The Olifice of the Vice Probability for Administry to the Security of the Accomplication (and the Accomplication of the Accomplication of the Accomplication of the Probability of the University Vice Probability for Accomplication of all fossers relating to student administry towers during which will be a security of the Accomplication of the Accomplication

and articulate student hister that have cullege, samps, and unrevelly wide. Qualifications Cardio disousize preferror. The vectoristic anothize thousal haye at least low years of administrative experience; at supportiony level, the or the shauld have present the same commitment to or the shauld have been seen to be committed to the same committee to the same committee the committee of the same committee to the same committee to the same committee the same committee the same committee that the same commit Letters of application or nomination, including a current vita and the names, addresses and telephone numbers of tive references should be sent to:

Search Committee Vice President for Student Aliais Old Queen's Building, Room 101



Employment eligibility verification required.
Affirmative Action, Equal Opportunity Employer

HURON UNIVERSITY VICE PRESIDENT FOR ACADEMIC AND STUDENT SERVICES

Six I cross approximately 1,000 students at its compasse in three 50. Stock fells, local supposition of the compassion of the compassion

Standah See our adjustment under lagpresente plate stock solution of the second of the stock solution of the stock solution of the second of the stock solution of the second of the stock solution of the stock solut

Speaksh. See our abstributeurst under HuThammer Wat Schetze.

Speakel über einer Ausbard Freiberte (Ires

Speakel über einer Ausbard Freiberte

Speakel über einer Ausbard Freiberte

Speakel über einer Speakel über einer Speakel

Speakel über einer Speakel

Speakel über einer Speakel

Speakel über einer einer über einer einer

Vice President for Academic Affairs THE UNIVERSITY OF TEXAS AT TYLER

The University of Taxes at Tyler levites nondesitions and applies thous for the position of Noe President for Academia Affair. The University seeks symmite and creative leadership from a sholl accedent of Sicre as if develops new exidents programs and capands greduate education, research, and convice octivities for the 21st century.

THE UNIVERSITY

U. T. Tyle is an upper-level university lossed in the place woods of the East
Traces lake county on the 1-30 contrider, 90 relite ears of Delite. The University
serves ampion with a population of 750,000 by offering endemic programs in
45 undergradum and 24 graduate seast. The University contributes signifitently to the scene oncie growth and culturart ordicirusent of the region.

RESPONSIBILITIES

RESPONSIBILITIES
Reporting to the Predictor, the Vice President has broad responsibility for the development, similaritation and quality of scaleder programs — but infant development, similaritation and quality of scaleder programs — but infant between the president programs — and the president programs in the scaleder belongs are similaritation, and all materia directly illusting the faculty. Health cuppervise and evaluates degram organized from schools and sercestical externiol and composing to the Vice Predictor as the Older of Administration and Registers, the Library, learnantees of Pregnance, and the University Honorardous Predictors.

Information is reagonary in a COLLINE CALL TO SEE THE COLLINE CALL TO SEE THE CALL TO SEE THE

APPOINTMENT AND APPLICATION INFORMATION

this position has a stering date as early as July 1, 1992, or a date as soon thereafter as practical, preferably no later than September 1, 1992. Salary is competitive and communants with qualifications and experience. Review of candidates will begin on Pabruary 15, 1992. The University will accept and experience of the Competitive State of the Compe position is filled. Qualified condidetes should forward a letter of interest that contains a brief statement of educational philosophy, resume, and the names



Dr. Donald E. Fischer, Chair VPAA Sertening Cornrelites Office of the President The University of Texas m Tyler

The University of Treese at Tyler is an Equal Employment Opportunity, Affinantive Action Employer. Women and immediate are encouraged to apply.

VICE PRESIDENT

Development and University Relations

The Vice President for Development and University Relations is responsible for the overall advancement program of the University of Redding. Reporting to the President, the Vice President leads apongst administration of Development, Alaman Relations and University Relations. The Vice President State from pulses of the North of Tweeters, and participates in the management of the University as one of three Vice President in the Office of the President.

Interested candidates shoeld submit cover letter, resume, and the nomus addresses and phone numbers of three professional references to:

University of Rediands Office of the President 1200 E, Coltan Avo. P. O. Box 308 Rediands, CA 92373-0909 EUE

the position is filled. Position epithers to disher applies thereafter; yearrow's. Send topic of the control of

Boaid Corcorional Fenniouse, personal function Antients Professor Interest Combined Structure Interest Combined Interest Combined Structure Interest Combined Interest C

Special Education: The School of Educa-tion at the College of Charleston is seaking applicant: for a terre-tenck postion in specializance all obstation at the level of Ac-leting Professor to begin August, 1972. Qualifications include a doctom's session call Education and a restrer in Charleston and Institution of Effections and Parket an

UNIVERSITY OF NEW HAMPSHIRE

Vice President for Student Affairs

The University of New Hompshire Invites applications and nominations for the position of Vice President for Student Affairs The University of New Hampshike is a public land, space and sea grant lastitution with herers approximately 11,500 undergraduate and granuate students. The campus is located in Justian, MI, which is a seculivaral lawn located II miles from the coast and 60 miles and to dischool, Massechus,

Dining, Feller and Security Services. It is the recogniting of the View Personal Control of the University of the University of View Personal Control of View P

The successful candidate for this position will have an earned Declarate in a related field and pussess:

- related field and passess:

 A record of atong administrative and supervisory asperience related to student affairs

 Excellent interpersunal and student advecacy aktilg

 Excellent interpersunal and student advecacy aktilg

 Excellent interpersunal in the fiveracy community of undergraduate and

 Excellent interpersunal fixed interpersunal properties of the community of the communi
- age strated suncess is promoting and supporting a diverse stadent

The starting date will be July 1, 1992, or as soon as possible thereafter. Applications will be reviewed beginning February 3, 1992; the review will continuo until the position is filled.

Applications and somications should be sent to:

De. Karol LuCrois, Chap Search Committee for the Vice Provident for Student Affairs Office of the President Thompson Hall University of New Heapshite Durface, MI 08284

Interested applicants should include a letter of interest, curriculum vitso, and names and addresses of at least three references.

The University of New Hampshire is an equal opportunity, affirmative action employer, and specifically lavies and encourages applications and naturalisms from women and naturalism.

Assistant Vice Chancellor for Administration Graduate Programs

proactive, innovative sea for administrator to serve as chiefof suff sancellor and oversee the management of all administrative and flour supporting C raduate Programa/Graduate Division. The

position will:

Auks in the devolupment of attraugic plans for stelling, financial most and
programms includentive, Supportive exceled head in Administratoral Computer
Archetts, Stelland Anderine Allins, Beilgers and Administratoral Computer
Archetts, Stelland Anderine Allins, Beilgers and Administratoral Computer
Archetts, Stelland Anderine Allins International Administration
performance and environ to the animary to the present and performance and environ to the animary and administration of the animary and administration and administrat

ceitos, granese not protessonais alcoda and other UC campasse. Qualifications Significant expérience as a tender massey les assistences services and consideration and consideration and consideration definishment on the democile services. Significant consideration and continuous of multivalline delaw masse budges. Still no consideration and continuous of multivalline delaw masse budges. Still no consideration and continuous of multivalline delaw masse budges. Still no construction of the continuous continuous continuous construction and interpretation and continuous continuous deversity. Computer ophisilication sources internation continuous deversity. Computer ophisilication sources deversity computer ophisilication sources developed the continuous continuous deversity. Computer ophisilication sources developed the continuous developed the continuous continuous developed the continuous developed developed the continuous de

"education neprin.
Annual salary rangs \$60,800 to \$91,200. Please salarsh your returne with salary history and a cower lease detailing your qualifications by January 31, 1992, to Gwen Kebaysahi, UCLA Campus Human Resources, 485 Hilgard Ave., Las Angelas, CA 90024-1465, Avins Jak Phill 199-CHE Aff. Act. Eng.

at least these proof primities technol margin of primities technol margin or productions of the primitive production of the primitive producti

COORDINATOR. Ethnic Studies Program

Devision College stoke in medica in the control of the control of

Assistant Vice Chancellor Financial Services

The University of Colifornic, Son Diego, invites applications or nominations for the position of Assistant Vice Chanceller for Financial Services. As the Chief Financial Ollicer of the comput, you will be repensible for general occaunting, loon administration, payoral, disbursements, extronured fund management and cashier operations. You will olso oversee a chilement soft of 153 and an annual budget of \$5.5 million. This position is one of eight senior positions reporting directly to the Vice Chancellor for Business Affairs.

The successful candidate will passess a demonstrated record of leadership, organizational effectiveness and prograssively responsible financial management experience, preferably in higher education or delir public institutions. Special emphasis will be placed on professional experience which reflects on undestanding of the higher education academic environment, sponsared programs and revenue-based operations. A Master's degree in Business Administration, Finance or related discipline is preferred. Strong written and wetch accommendation stills along with commitments to offirmative acidion, creative problem solving and imaginative approaches to achieving University gools are essential. Salary is negatiable and commensurate with experience.

UCSD ronks as one of the top ten-research universities in the United States. With enrollment UCAJ conts as one of the top ten research universities in the United States. With enrollment exceeding 17,000, UCSD has over 1,200 acres of land, 300 buildings and an annual ope-aling budget exceeding \$800 million. The compus is hame to a large health sciences pro-gram, including a 450-bed medical center and medical school, the Scripps Institution of Oceanography and 5 residential colleges.

For consideration, please send resume and/or letters of nomination by 3/10/92, fo: Thomas R. Leel, Manager of Campus Personnel Services, UCSD, 9500 Gilmon Dr., Mail Code 0922, La Jalla, CA 92093-0922, AA/EOE.

UCSD

Vice President for Administrative Services

UNIVERSITY OF UTAH

CHAYA JEANAR I UK U IASII

Nominations and galacianus are riseritor for the routine of Vice President for Administrative Services. The University of Unith its major, reations for Administrative Services. The University of Unith its major, reations are recommended to the Chapter of the Chapt

boards of several University Potochtions and Institutes.

QUALIFICATIONS Preferred qualification include an antivament degree
profession contilies statistication, or related fields as well as permises
profession contilies statistication or related fields as well as permises
profession contilies the statistication of the statistication of the statistication of the statistication and present in compensation of the statistication of the statistication of the statistical conditions and the statistical conditions of the statistical conditions and the statistical conditions are sta

nervatures with experience and qualifications.

APPLI_CATIONS The position has torgeted start since of July 1, 1902.

Nominations and applications (indicating stated qualificational, along at least conquier sound and annex, exception, a least conquier sound and states, exception annual so the set for the state of the set of the state of the set of the state of the set of

An Affirmative Action, Equal Opportunity Employer

reaches the first physical proposition for supp. Interpretate course is small stopp. Interpretate course is small stopp. Interpretate course is translated un-well as advanced course in consultant con-commendation. Order of tenthalism and commendation of the consultant course statistic deposition of the con-ception of the consultant course of the consultant course of the con-tribution of the consultant course of the consultant course of the con-tribution seeming appears to execute when it seems to execute the country of the country of

ACELEBRATION OF EXCELLENCE OANOKE* OLLEGE W200 IR NOX MICHAELENNIAL MAR

VICE PRESIDENT FOR BUSINESS AFFAIRS

Roanoke Collage seeks applications emi nominations for the position of Vice President for Business Affairs.

Roanoloc College specks applications and monitorium for the position of vice President for Benkers Alfalire.

The Footilion: The Vice President for Interior Alfalire.

The Footilion The Vice President for Interior The Interior Alfalire The Interior The Inte

college in the Sooth. Applications: Please send a current vituo, a letter of application, and the names and addresses of three references not later than 24 January 1992, to: Dr. Gorald W. Glaton, Christ, V.P., for Business Affairs Scard AMEOE.

men finites of chefr of the detection.

Commiss recursors is speech communitation.

Commiss recursors is a present communitation.

Line consultation and a state-dependent control of the communitation.

Line consultation and a state-detection of the communitation of the communitatio

Section 1 and AACOU.

The section 1 and 1

Worth, Team 7612. Auf/DEC.

Speech 2 pt-loging, University of Nevyda
Antistate, he colors from the prevention
of untilification. Source convention
of untilification. Source convention
of untilification. Source convention
that requires transfer endipraction to a require to the color of the c

Anna Wayandt Search Coordinator MINNESOTA COMMUNITY COLLEGE SYSTEM **Academic Affairs** 203 Capitol Square, 550 Ced St. Poul, MN 55101 Int 21 296-5157

finnesote Community College System is an equal opportunity, nifirmitive action employer.

tries, and applications to

RULLETIN BOARD: Positions available

Minnesota Community Colleges

Minnesota Community College System

PRESIDENT

INVER HILLS COMMUNITY COLLEGE

The Charceller of the Minnesoth Community Cologs: System remounces an opening to the position of Proteins of Minnesoth Community Cologs, convolved to the Community Cologs convolved to the Community Cologs convolved to the Community Cologs and the Cologs of the Cologs

The following qualifications are considered assential or highly desirable.

a A demonstrated commitment to the mission of the community colle

• A demonstrated capacity for creative end resourcally management

exrices:

Demonstrated abities in constructly relations.

Demonstrated abities in constructly relations.

Demonstrated abities in face planning.

Economic in amployee context deministration.

Tinking in eclosurion administration, replensibly with an amphasis on lightre cituation.

higher education.

Experience in aducational administration, preferably at the post-accoadany level; community college administrative experience is destrable

a. An earned doctorate or appropriate experience that provides equivalent

Salary is competitive and commensurate with axperience end qualifications it is anacipated that the president will assume his or har duties in duly, 1992. It is anticipated that the predictor util assume his on har duties in obly, 1992. The 1999 [Minoscolar Lapislanus remodated in emajor of three of his to public higher attacked in sylvation—that community colleges, the schrift's Colleges of the schrift in the s

strength.

Demonstrated commitment to student concerns.

EXECUTIVE DIRECTOR OF INSTITUTIONAL ADVANCEMENT

PHILADELPHIA COLLEGE OF PHARMACY AND SCIENCE

PCPS seeks an occomplished proloseland to direct is advancement program. Reporting to the Provident, the Executive Director of seeking reporting to the Provident, the Executive Director of seeking to the Provident of the Provident Operation of the Provident O

PCPS, founded in 1821, is a private, independent college of 1650 Students, othering bachalor's, master's, and declaral degrees in the pharmacoulical and related actances, as well as physical thorapy. The Philadelphia Collogs of Pharmecy and Science is an Equal Oppor-birdy, Altimetive Action amployer with a strong commitment to re-cial, cultural and eithric divorsity. Nominations of end epplications from women and individuals from a broad spectrum of backgrounds are ancouraged.

Latters of application and resumes should be sent to:

Mr. Sendre L. Homer Oirector of Porsonnal

PHILADELPHIA COLLEGE OF PHARMACY AND SCIENCE

600 South Farty-third Street Philedelphie, PA 19104-4495

Sent Managements Discourse of Managements Discourse of Managements Discourse of Managements of M

VICE PRESIDENT FOR **BUSINESS AFFAIRS**

BRUNSWICK COLLEGE A Unit of The University

Applications and nominations for the position of Vice President for Business Affeirs are invited.

OCHEMAL PROVINTION THE COILER. Counted in 1961, is in two-years until of Thrombershy System of Georgia. The Coilege serves a five for Thrombershy System of Georgia. The Coilege serves a five which we have been a considered to Science. Associated of Science, Associated of Applical Science, and certificate profits of Science. Associated of Applical Science, and certificate profits and continued as a first profit of the Science of Associated of Applical Science and certificate profits and application of Applicatio

assigned by the President a QUALIFICATION; hassir's depec in business-stated field or other appropriate education and training significant administrative experi-satisfied and administrative experiment of the propriate of the substantial knowledge of competer opplications for business order counting excellent communication stalls: proven leadership ability and human relutions akills.

ONLINE: Competitive and negotiable depending upon qualifications. DATE POSITION IS AMBILIABLE: January 27, 1992. APPLICATION DEADLINE: January 24, 1992. APPLICATION: Send letter of application, réaumé, transcripts, and a

Or. Dorothy L. Lord. President Branswick College Altama at Fourth Street Brunswick, QA 31523

An Equal Opportunity Employer

Vice President for

North Adams State College (NASC) invites nonmations and applications for the position of Vice President for Academic Affairs. The position is available july 1, 1992. To be eligible for an initial coview of applications, please apply by February 3, 1992.

paesa eppsy oy cetturity 3, 1992.

NASC, founded in 1984, in prantify a rendential, undergraduate liberal ara institutiva with prefessional programs in business, receiver education, con-stantial programs, and programs and programs, and and a addition to nulmerpolatura and granulate degree programs, the college con-tributers significant retournes to the economic development efforts of site Northers Rechafter regions of Narachaueuts.

Numerical Recenture regions of inflationations. Minimum qualifications for candidates include an earned document from a serrodicel graduate school, a minimum of five year of nebannial and accredited graduate school, a minimum of five year of nebannial assessment and account of the service o

tree negroung assumentants of party statement of interest in the pos-tion, a copy of a current remeté and the names of three references who are current ambier former immediate supervisors. Letters of nomination or ap-plication about the effected to:

Dr. Hercette 10:

Or. Robert N Mauna
Chalestan, VPAA Search Committee
clo Personnel Office
North Adams State College
North Adams, MA 01247

Nonh Adams State College is an Equal Opponunity, Affirmative Action Employer. Misority and women candidates are urged to apply.

Animate Professor lavel parting American Professor laveling and for placement for the companion function and foreign comment of the professor laveling and foreign comment of the professor laveling and profe somate with experience, Applications on file by January 13, 1992 will neceive first con-siderable, alternated cardistics should result to the state of the state of the second of the second of the second of of three reference to My, All Gauch, clo Office of Stockett Artivities and Warres Compass Certife, the LSS, January Madi-tom University, Harrhondowse, Vingian 22807.

PENNSTATE Fayette Campus

CAMPUS EXECUTIVE OFFICER

The Pennsylvania State University is seeking qualified candidates for the position of Campus Executive Offices (CEO) for its Fayette Campus. The CEO is the chief uniministrative officer of the campus and it responsible for administrating all of its University programs. The CEO is also responsible for mannoning close relationships with the communities in the campus service area.

The Expetie Campus, a 200+ acre roral commuter cumpus, serves' Southwestern Pennsylvania. The diverse student body is consumised of more than 900 os sociate and bacculaure ate degree coupried of more than 900 cosscute and bacyclaureate degree seeking students. An additional 2000 members if the community take also mage of the excellent curriculum of Popents cost many take also mage of the excellent curriculum of Popents cost many take also many takes highly multivated and deducated to the University's mission of mulintuining a standard of excellence in teaching, research, and

Candidates should have on earned doctorate, several years of experience in rollage and/or university teaching and substantial experience in academic adatoristration. Send two empires of resume-

> Dr. John Leathers Assistant Vice Preside at Commonwealth Educotional System III Old Main Building, Department CHE University Park, PA 16802

Application Deudline: Mondoy, February 17, 1992, or until a suitable condidate is selected.

An Affirmative Action/Equal Opportunity Employer Women and Minnrities Encouraged to Apply.

ASSOCIATE STATE SUPERINTENDENT Division of Program Development

and Intervention The Illiants State Board of Education is seeking an innovative, effective education leader to fill this cabinet-level position, administrating e major progrem division of the State agency.

Responsibilities include a beavy emphasis on developing programs to better meet the neede of the diverse student population, including major school restrictioning initialives.

school restricturing infullatives. The divition is also responsible for intervention programs such us federal Chapter 1, early etilidation diritatives, and rule readire deut also for choose trainers and proposity. Sterewise Hillingual and Urban Education programs are also administered librough inh position. In addition, the Associate Superintendent serves as the primary limition to the Chicago Public Schools, including interections with the Chicago Dustiness and chief community and serveral boundarions.

ness and ervic community one average formations.

The Associate Superintendent reports to the State Superintendent of Education, who is appointed by the State Board of Education. The agency is responsible for all public K-12 education in the State. This position is based in the agency's Chiengo office.

Applicants should display strong evidence of effective and erentive loadership with extensive managerial and education administration experience. Approximete salery arage is \$76,000-\$80,000, continensitate with qualifications and work bistory.

To epply, send letter of application and vita fineluding Social Security number) by February 15, 1992 to:

Vivion I.. Najim Director of Employee Relations Illinois State Board of Education 100 North First Streat Springfield, Illinois 52777

An Equal Opportunity, Affirmative Action Employer

denin of justice generate internation with the properties of the p

3

LEE COLLEGE

Baytown, Texas

The Board of Regents of Lee College Invitor spellestions and nonincient for the position of chief assecutive officer and President of the college. Lee College is a point comprehensive community colleges of the College is a point of the comprehensive community college and the college is a point of the comprehensive community college in the college is a college in a co

PRESIOENTIAL PROFILE

- An earned doctorate professed
 An understanding of and commitment to the comprehensive community college philosophy e DEMONSTRATED
- Successful administrative experience, community college pre-ferred
- ferrer
 Sinceptial tearhing superience, higher education level pro-ferrer
 Abilities in retource development and finencial management
 Committeent to the philosophy of shored governance
 Ability to Echilitate the restation of a common vitron and te articu-lette the vision in a meaningful and trapiring way to all constitu-
- eastr Ability to lead in strategic planning and assessment of all en-

- described on a seasonal of oil or described on a seasonal of oil or described of the descri
- pplicants alrould rubmil
- A lotter of application addressing the elements of the profile.
 A current resums including a home and business phone number.
 Names, addressers and slapphone numbers of five references whe can describe how the profile element race met. Applications and nominations rhould be mailed to

Betty Foreman
Presidential Search Committee
Lee College
51 I South Whiting
Baytown, TX 77520-1708

Closing date for applications is January 31, 1992. Starting date is July 1, 1992, or os reon as possible. Salary is competitive with excellent banafits

An Equal Opportunity, Affirmative Action Employer An ACCT Search

Belmont University **PROVOST**

- , or equivalent at teaching experience on a college legality inistrative experience with responsibilities for a college laguity and a college a Addressing the perfects with responsitionate on a Carbridge property of the Carbridge of Commitment to the Integrity of all the Carbridge of Commitment to the carbridge of a priority of the university of administration of Compatibility with the Total Quality Namagement style of administration of Carbridge of Ca
- Compute stay was the stock Quality Management style of administration.
 Title UNIVERSITY Rolmost in a senior co-educational wolvestity with £,000 Understocated in Nachride, 1N. The indivisity grant three gardeste degrees sed als undergradual objects of the "different indiano" or concentrations. As a Underfronteded infittions, and objects of the providing statement from thome last typicated an acceleration of the large seasons of the providing statement from thome last typicated an acceleration, as emicroments. Balmont University is affiliated with the Transpage Regulal Convention, as emicroments. Balmont University is affiliated with the Transpage Regulal Convention.
- the Techniscone septial Convention.

 APPLICATIONS Letter of Interest or quantitation, surricultum visiao, names and phone required of letter or interest or quantitation, surricultum visiao, names and phone required of letter or interest. SELECTION PROCEDURES A professor of establishes will begin prior to be all performant y. 1930, with they ask repaid not better the visit of the Provious search contained to the Control of the Provious search contained to the Section Section (Section Section Sectio

Student Service	ss Generalisi	. Washington
ces Depembet 8 Vapcouver, 1	tot ile new p	uney cambo
moton's land gr	ant intrication	WHO IS WHEN
centify opened ti	rea branch o	emmeses. The
camme in Van	conver is ra	pidly grewin
with a current students. Enrol	student body	of over 50
offered. The pt	scient body i	s diverse an
gett full-füge,	2-month por	tion and cap
nest full-time, ries nonecadent fuly 1, 1992.	the colors is	c. Sunt care i
overalt direction	and Riperyl	sign for all in
ent of Husterl :	services inch	idias persons
nancial aid, dies	thing pardent	services ch
deel sowernme	ent and size	dent conduct
process, Cuedle	inter must be	AVe An carse

PRESIDENT



STATE UNIVERSITY OF NEW YORK COLLEGE OF AGRICULTURE AND TECHNOLOGY AT COBLESKILL

The College Council of the State University of New York, College of Agricultura and Technology at College in Invites nominations and applications for the position of President of the College.

position of Pratician of the College.

Coblesful is a high accredited, comprehensive residential college of the State
University of New York. The College seroils show at \$500 full-time mean and
woman in 47 two-year associated legisles programs, a flow year backshor or
ischnology degree programs, and two one-year certificate programs. The corricols are organized in the accedimet deductor, depotution and Natural Resources, Dunlans, Early Childhood, Food Service and Hospitality Administrafillow, and Laborat bless and Selences.

aon, and Libera Fig. and Sciences.

The College incomes its origins to 1915 and occupies a 750 scre campus, \$14 million operating budget. Located in scenic, historic Schoharfe County, the College is less than a one hour drive from Albany-Schenectacky-Troy area and 160 miles northwest of New York City.

mission of e lvo-year public institution.

The date of frish appointment is dependent upon the surrent commitment of the cardiciate though initial apportment is expected in the Summer, 1992. The Committee will begin its deliberations is easily February, 1992. The committee will continue to accept applications until a candidate is hired. Nontrantional end of the cardinated for the committee will continue to accept applications until a candidate is hired. Nontrantional end of the cardinated for the cardi

ppacations should be addressed to:
Drector of Humao Resources Management
State University of New York
Cottage of Agriculture and Technology
Coblastidi, New York 12045
(518) 224-5423

An EO/AA Employee

iodiane University-Purdue University et Indianapolis (IUPUI)

VICE CHANCELLOR FOR PLANNING INSTITUTIONAL IMPROVEMENT

to conditate and lead accidente and cursus planning as well as additions rested to institutional research, weakloor, and the conditional grap own of ILPIL As a serior exadente collect, the Visa Chanceller will had a terminal faculty appointment in an appropriate decipilate. Carolides should offer a property of the collection of the limitative of higher adsustion and appearance in institutional planning and a second second collection of the collection of the collection of the collection of the collection of property of the collection of the colle

tog lecuity in these processes.

We wish to consider outstanding candidates for the position and would welcome applications, nominations and suggestions. The serview of prospective
come applications, nominations are second to the contract of the position is filled. To
ensure considerations, candidates endoughts used the position is filled. To
1992, and should provide a vite, name of references, and a recent public sole
which is representative of the condition's views on planning and assessment.

IUPUI is an Affirmative Action, Equal Opportunity Employer

Teacher Educations Teacher Education Project Director for proposed backelor's layer teacher preparation program (middle school). Clayton State Octige in develop-ing a new outcome-focused, assetsment based teacher second-focused, assetsment

cornent to siply. Candidates must have collect until sed written communication and the solidy to work concentrative the contractive of the concentrative of the collection of the contractive of the yearnages is an adventure, interested replaces should send a both siter sea-roperative of the contractive of the yearnages in adventure, interested replaces should send a both siter sea-roperative of the contractive of the of T. Perquencia, Inquencial Seal and J. H. (1988) and J. (1988) and J

Washington 50004; (30): 40-302. Marry Beared. Diviner. Burryr Beared. Cyptor. University of Nivola. For the Company of Nivola. The Company of Nivol

A complete list of the latest government grants, foundation grants, and private gifts to colleges and scholars -

every week in The Chronicle.

Desert Research Institute University of Nevada System

Executive Director Atmospheric Sciences Center Reno, Nevada

Directs and advances programs through executive management, scientific leadership, and personnel de-velopment. ASC has a research staff of 53 and has been a leader in research on cloud and nerosol physics for 30 years. ASC is the home of the NOAA-administored Western Regional Climate Center, Qualifica-tions: Ph.D. in science or engineering, proven record of creativity and accomplishment, as well as domen-strated national/international standing in a research field which complements and expands current ASC programs; senior-level expertise in research and fiscal programs; seiture-levet experies in research and used management for a diverse group of scientific personnel; appointment at full Research Professor, salary commensurate with that of a college-level adminis-trator. ASC is one of five DRI Research Conters, with trator. ASC is one of two DRI Research Centors, with faculty based at Stead, Reno, and Las Vegas. Other centers within DRI conduct multi-disciplinary research in the bloogical sciences, quaternary sciences, air resources, and water resources areas. DRI has an excellent benefits program. Review of applications will begin on March 15, 1992. Send letter of interest and research.

Recruitment Officer Desen Research Institute University of Novade System P. O. Box 19048 Las Voges, NV 89132-0040

Call Dr. James Hudson, Chairman, Search Committee, for more information: (702) 677-3(19

The Descri Research Institute is an Affirmative Action/ Equal Oppartunity Employer

PRESIDENT **GOLDEN GATE UNIVERSITY**

The Board of Trustees and the University Search Committee of Gold-en Cate University ennounce a search for a President to succeed br. Otto Butz, who is retiring in the summer of 1992 ofter e distinguished career aparating more than twenty years.

Oldo Data, who is rearring, in the sammer or total, other or assumptions of the control of the c

an increasing number of international students.

The University seeks candidates who told an earned doctorate or equivelent degree end have e distinguished record as e faculty meaner in an institution of higher education and eignificant entire that the properties, including responsibility for or major unit of an academic institution, Pranagement experience in business or industry will be of

antialistial value.

of particular interact to the Search Committee ne cardidates who have, the vision and energy to develop further the distinction and the committee on cardinates and the committee on cardinates and the committee of the configuration of administration that more generalized commitments to collegate style of administration that more generalized committees the collegate style of administration that more generalized committees of the collegate style of administration that more generalized committees of the institution than ability to form or effective definition that the committee and the progression of the committee of the commit

ent. Nominations and expressions of interest should be accompanied by current résumé, and should be eddressed to:

Mr. William Zuendt, Chairman University Search Committee P. O. Box 63710 San Francisco, CA 94163

To ensure consideration, nominations and applications should be re-ceived by the Committee not leter than February 28, 1992.

Golden Cate University is en Equal Opportunity, Affirmative Action Employer.

for the position of Assistant Professor with-in the College's Advanced Technical Such the proteam beamings August 16, 1572, or until acceptable applicant is found. This po-ment is many contributions to applicate the same is a finite protein described to the same of the properties terminal described acadion appropriets terminal described appropriets to the Division of Ad-vanced Technical Studies required. Min-man later, years of successible positionals.

Principal of the Burnell Campus School

OUT 1807 Outstanding of the service of the service

extreme consciou to liceally Innovations. It is must lander country is seen once the 200 circlem in its pa-shool deeps, Judy seles program is an extilent contravation for the partial program. It is must live to the partial program is the partial program is a federated underside program is a property and program is a destinated in the colors, with and program applications. One liberary served years, the Children with an extilent program is a destinated in the colors of the and program is the colors of the colors of the colors of the and program is the colors of the colors of the colors of the program is a served to the colors of the colors of the program is a color of the colors of the colors of the program is a color of the colors of the colors of the program is a color of the colors of the colors of the program is a color of the colors of the colors of the program is a color of the colors of the colors of the program is a color of the colors of the co

and anticeal assessment for contribution intervention.

The securation acceled with how an assessed decistorials and strong scrience posterious, technical with least or thousand homological as in great enterior processing accession acce

percentage reprinting, and must have appropriately 30 miles south of Besten within to easy drive of Cape Cod. The College currently screek \$100 bits and partners stateries. Approximately 30 percent of that stu-dest body as tracking education and the College is this largest pro-ducer of K-12 teachers in the Commonwealth. est and Competitive

SECTION DUE COMPLETE APPLICATION FILE: Open and continuing, but not prior in January 24, 1991. (Consculum vite and awar, actors and significant seminor of a least three professional internet stocks be automated for a complete file I.

IOGRESS ALL INCHIRRES TO: Chairprison, Serich Commilles, cla May al Human Resources, Boydan Hall, Bridgewalm Stale College,





PRESIDENT **CALIFORNIA LUTHERAN UNIVERSITY**

Thousand Oaks, California The Board of regents announces, the search for a Previously to assume roller during the summer of 1992 and encourages resimilations and expectation of sixtees. Founded in 1995, Cal Individuals to a gazantia university that observed for the state of the search of the state of th

he supported of the University's church relativation. The control of the University of the Control of the Contr

men annua uperaing ludge is \$41 \text{ or diffion.}

men admiss uperaing ludge is \$41 \text{ or diffion.}

busperson, Prendential Stanta Committee, Calourna Ludwan Huiserialy,

\$45 \text{ being the low Arborn, Stant 1113, Throusard (asks, Caldiarna) 1(de)

be seath, committee addivined meter in all persons suggested. Cardiadan

being the committee and viried meter in all persons suggested. Cardiadan

committee use desired:

Calling the committee and the desired in all persons suggested. Cardiadan

committee use electrica: His

Calling the committee and the desired in the committee committee in the committee committee in the committee committee committee in the committee committee committee in the committee committee in the committee committee committee in the committee in the committee in the committee in the committee

la Lufteran affirms months rimonation meanding sex, race, colur, religion, age national or ethne: origin, and handicap.

President Linfield College

The Board of Trustees and Presidential Search Committee invite nominations and expressions of interest for the Presidency of Lintleld College.

sominations and expressions of interest for the Presidency of Linifeld College.

Linifeld is a selective college of the liberal arts and sciences noted for its storing teaching faculty, challenging scaeline (affecting), and international study programs. Over a four year college control of the college of t

Nominations and expressions of interest should be submitted to:

Dr. Richurd E. Ice, Chair Presidentlal Search Committee Linfleld College McMinnville, OR 97128-6894

Linfield College is nn Equal Opportunity Employer and encour ages the nomination and candidactes of women and minorillea.

EXECUTIVE DIRECTOR THE GERONTOLOGICAL SOCIETY OF AMERICA

Washington DC-based multidisciplinary professional society seeks executive director to lead staff of 16 with annual budget of 52 mil. Principal functions are the promotion, exchange, and dissemination of information on aging research. Strong leadership, writing, and interpersonal skills essential, as are experience in management and budget/finance. Also essential is an ability to work effectively with elected leadership and others from a diverse membership of researchers, educators, administrators, service providers, and policy makers. Candidates with health care, public sector, academic and association backgrounds are encouraged to apply. Compensation to the upper five figures with strong benefits package. Equal Employment Opportunity

Send resume in confidence by February 1 to: Paul Belford, AERG, 1735 North Lynn Street, Suite 950, Arlington, VA 22209-2022. No telenhone calls please.

members in obtaining the most favorable mostable Property serent in reconsed serent and contexts." I sealing the Libertahy curry ust contracted and contexts." I sealing the Libertahy curry ust contracted and two property with the University Research Office in developing new sources of street and conservation produces. Research Office in developing new sources of street and context in produce. Required: Becker's Gerges in enaborating or actings; are reference in technology liceropia, effective.



PRESIDENT

Tufts University

Nominations and expressions of interest are invited for the position of production of that in visual content of the position o

but closely considerated campiases in the creater notice and The Medical-Somerville catapate, where the University wor for mirel in 1852, is today a 100-building complex where 4.850 indespreducted are notabled in Artes & Sciences and Engineering, end menter 1, 320 gradu-ate students are controlled in Arte 8 sciences and the Flotcher School of Law & Diplomatsy.

ine l'electher School et Law & Diplomacy.
The Beaton ramous, opneed in 1833, surrolls 1,260 groduate and prefactional studients in lite School et Medicine, lin School oil Deutsitry, and the Sacklor School oil Graduote Biomedical Science. In Iside Insiste the Human Nutrition Rasserch Conter on Aging and une oil the two in tinilations that house the School of Ortuitium.

The Grofton campus, opened in 1878, houses two enimal leastities and the School of Voietinery Medicine, the only one in New England

the School of Velectionsy Modicion. the entry use in New England. The University's amount operating buyded is currently beard \$2.50 mly, little. The current value of he orderwornent is \$100 million. The current value of he orderwornent is \$100 million. The current value of he orderwornent is \$100 million. The opportunities for preadment is described in a University of the current in the curren

and advinced macocch and etcolarebilit.

Leading condidates will have also controlled a cloor implementation of the functions of a longe organization, will prosess a distinguished record of communication that the state of the communication than the state of communication than the state of the controlled conditionation and to the state of the

Brian O'Connull. Cheir Presidential Seorch Committee Trostess Oillec—Ballou Hell Tafts University Mudford, MA 92155-7884

Since the Committee plans to begin its formul acrouning province at the end of innurry, 1992, nominations and expressions of informat are especially encouraged prior to that that.

All Inquiries, nonlinotions, and expressions of interest will be held in strictest confinence.

Tufts University is an Equal Opportunity, Affirmative Action Employer, and actively seeks and oncourages nominotions of, and expressions of interest from minority and lamaic candidates

PRESIDENT College of San Mateo

The Chenceller and Board of Trustoce of the San Meter County The Connection and Board of Trustoce of the San Moter Country Community College District invite nominations end applications for the position of President of College of Sen Matee (CSM). This is an excellent opportunity for a dynemic community college

College of Sen Metao la a comprohonsivo community collego located etopthe Sen Mateo foothills on a 153-acre sitzover/pooking Seo Francisco 1894, Part of a three college district, CSM has an annulineat of crvs 15,800 students, on dis recognized widely for its distriguished feculty, broad range of eccedemic end occupational programs, cod successful student transfer rate.

The 8-stop sciery schedule for President is from \$36,955 to \$38,187. The District also offers e goostous benefit package.

Application deciline is Jenuary 31, 1992.

Please request the job announcement and official Application for College President from:

Office of Human Recourace Sen Mateo County Community College District \$401 CSM Drive, San Mateo, California 94403 Phones (416) 574-8586 Fan (416) 574-8586 Job Line: (415) 874-8111 An Equal Opportunity / Affirmative Action Employer

thy of Minasson Ir as send opentushy. Thesian Wellers Calles is seed of Yellow years of the control of the cont



PRESIDENT

FLOYD COLLEGE

Rome, Georgia

A Two-Year Unit of the University System of Georgia

ment of all institutional opications. Located on a modern 250-cm casepus 75 miles northwest of Atlanta. She Calegorieve more than 1,350 consmissing students before a server-county set on Calegorieve more than 1,250 consmissing students before a server-county set on Cammission on Collegor of the Southern Association of Collegories and Scriptions to award the Associate of Atlanta and Scriptions are Scriptions on the Collegories and Scriptions and Scriptions are set compensations of the Collegories and t

ance will unuerswamming an extended to the control of the control

by the Board or registral.

Kominations absoluted lecialise. Complete names, current titles, and correct addresses of somitness and must be postumated by Pebruary 18, 1992. Applications, consisting of a letter of interest a comprehensive returns, each initial or names, addresses, and talephone numbers of a methymum of 3 individuals who may be applicated to the production of the productio

Ployd College is an equal opportunity educational institution and an equal opportunity, affirmative action employer,

Graduate Theological Union

Berkeley, California

PRESIDENT OF

Commissive disasterable in theological education, add

THEOLOGICAL CONSORTIUM

rant status.

The Products provides collegiel lendership to a nondecominational, inter-veligious insiliation comprised of nice seminates and effiliated cerus representing another for district series and self-light control of the co

Chair, Possidential Search Committee Graduete Theological Union 2400 Ridge Roed Berkeley, CA 94709

The CTI is an equal apportunity employer

ation inames, rémmés, und non-evaluative materials i on all policants will be open to public inspection un der Georgia law.

Unique Opportunity for College Builder

PRESIDENT MONTGOMERY COLLEGE

The North Harris Montgomery Community College District invites nominations and applications for an extraordinary leadership opportunity: the position of founding President of Montgomery College.

NHMCCD comprises three colleges (North Harris, Kingwood, and Tomball) located in a 751 square mile area in north Houston, Texas. Montgomery College will be the District's fourth college and will open in 1995 with a 300,000 square foot facility on a 100 acre site located in The Woodlands and Conroe area. The District currently enrolls 18,000 credit and 30,000 community education students. It is projected that Montgomery College will have an initial enrollment of 4 000

The position reports to the Chancellor of the District and requires an earned doctorate and a minimum of three years administrative experience at the vice president/dean's level at a comprehensive community college.

Additional qualifications of the ideal candidate will include:

- ability to develop public and private sector partnerships to meet student and community needs;
- excellent interpersonal and communication skills to build community among students, faculty, staff, and other constituent groups;
- strategic planning expertise;
- strong commitment to excellence and innovation in educational programs and methods of instruction;
- experience in working with architects and construction management

Applications should include a cover letter describing how the qualifications of the position are met by the applicant, current resume and the names, addresses, and telephone numbers of five references to:

John E. Pickelnian, Ph.D. Chancellor

North Harris Montgomery Community College District 250 North Sam Houston Parkway, East Houston, Texas 77060

Formal screening of applications will begin on January 15, 1992. Reporting date is expected to be no later than July 1, 1992.



AORTH HARRIS MODTGOMERY COMMUNITY COLLEGE DISTRICT

EXECUTIVE DIRECTOR

For International Reading Association, Neueric Delware, p. 93.000 against management and produced and produce

Theories Depending in Actor Trailing with design of the property of the Park o

EXECUTIVE DIRECTOR

EDUCATIONAL ECONOMIC POLICY CENTER

The University of Texas et Austin Texas A&M University University of Houston

Nominations and applications are invited for the position of Executive Director of the Educational Economic Pelicy Center lected in Austin, Taxes, The Canacia is case-ordinant fines univariates—The University of Taxes et Austin, Taxes ASM University and the University of Houston.

The Director will be responsible to the Soord of the Center for direction and polley guidence, and will manage the research and polley development activities mitieted by the Center.

The Director will be expected to:

- a work effectively with the leadership of the State, trenelets research findings into policy recommendations, spetify before legislative som-mittees to obtain support for Center ectivities and palicy recommen-dations, and work with state and legislative agenates that have an internet in public advection.
- a raise funds from the private sector, obtain research support and dayabp casparative program opportunities with governmental and private organizations.

- private organization. ** an indiguisation with governmental and private organization. ** avert with fruction of the participating unlevanisate to curry set the Center's research initiatives, concritinate the setu/due of server already and applicaments and overse the efforce of the Center and a materials time and communicates of fractively with a servery of consulturation, including legislations, business the efforce of the Center and a materials, initiating legislations, business of the consultation o

interests and qualifications.

Morninetizes are appliescions will be accepted until February 28, 1989. Riseurals and references should be sent to: 1989. Riseurals and references should be sent to: 1989. Riseurals and references that the sent to t

AN EQUAL EMPLOYMENT OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER



· M:HISTORICAL SOCIETY: WASHINGTON DC

Executive Director

The Historical Society of Websigson, O. C. when a Except to Discover with provent report trees propried leadwrape and vising for the only hardwards to the contract of the con

The Scalety is an equal opportunity, affirmative action employer.

Thouban Againster Professor, Jennes render beneutren, Sempeter 1997. Salery in the monthers of the professor in the control of professor in the control of the control of the great in the control of the control of the great in the control of the professor in the control of the professor in the control of the professor in the control of the control of the professor in the control of the control of the professor in the control of the control of the professor in the control of the control of the professor in the control of the control of the professor in the control of the control of the professor in the control of the control of the professor in the control of the control of the professor in the control of the control of the professor in the control of the control of the professor in the control of the control of the professor in the control of the control of the professor in the control of the control of the professor in the control of the control of the professor in the control of the control of the professor in the control of the control of the professor in the control of the control of the professor in the control of the control of the professor in the control of the control of the control of the professor in the control of the control of the control of the professor in the control of the control of the control of the professor in the control of the control of the control of the professor in the control of the control of the control of the professor in the control of the control o

President

College Misericordia Dallas, Pennsylvania

The Board of Trustees of Cullege Misoricordia invites nomination and applications for the position of President.

- a appreciation for the problem of Dresident.

 Founded in 1927 by the Religions Science of Maxicy who confirms in proper has institutions, Cooking Microcricols in a Carbolic, co-reductional college of the International Conference on International Conf
- The College entrolls approximately 1,600 traditional and non-traditional undertain courses for Associate, Backsolor's, Master's degrees or professional mitlicates. It has a full and part-time faculty of 130.
- certificates. It has a full and part-time faculty of 130.

 Against authorities traced the College has operated on a continuously beload budget, the makes major deficience to be physical plant, and in experience of the college has a continuously beload to be provided plant, and in experience of the 1900 decisions that the continuous traced of the 1900 decisions and continuous traced of the 1900 decisions and the continuous traced of the 1900 decisions and the continuous traced of the 1900 decisions and the corresponding resources, the College is a three-twarf of the base disk effects that the corresponding traced continuous traced on the 1900 decisions of the 1900 decisions of the 1900 decisions and the 1900 decisions of the 1900 decisions
- The President reports to the Board of Trustees and is responsible for its academic, administrative, and financial affairs of the College.

- totaleuris, administrative, and themseld alleter of the College.

 Qualitations for the position include:

 d atmostrated compatibility with the mission and volue system of a Criticle college in the flexey modellor.

 It is not a compatibility with the mission and volue system of a Criticle college in the flexey modellor.

 It is not a compatibility to the state of development,

 a solity to assistant and autom a climate of any position

 and the college of the college

Nominations and applications should be sent to.

Serah Ellen Lenahan, Ed.O., Chair Presidential Search Committee College Misericonila Lake Street Dalias, Perusylvania 18612 Applications should include a current returns and a letter discussing the antidate's suitability for the position

The Search Committee will begin reviewing applications on February 19, 1992. No candidate can be guaranteed full consideration of malerials are received after that date.

College Misericordia is an AA/EEO employer. This search is assisted by the Presidential Search Consultation Service of ACB.

OMINISTEN ON NUMBER ON PERSONAL PROPERTY OF THE PROPERTY OF TH

PRESIDENT TRI-COUNTY COMMUNITY COLLEGE

MURPHY, NORTH CAROLINA

Tri-County Community College past of the N.C. Community College System, it a re-year Community College, officing Associate Degrees, Vocational Diplomas sed Conflicuses. The College sub on he a succept college of college sub college sub on the college sub one as succept college of college sub one as succept college of college sub one and succept su

Candidates for the position of president about have senior level administ Candinars for the position of president should have senior text administration experience in institution of higher declaration. A master's degree is required. A Decorate is preferred. Other qualifications include strong organizational and leadershap kalish, some commitment to the philateophy of community college education, and effective communication afile.

Stimy is determined on a salmy schedule set by the N.C. State Board of Community Colleges. Applications must be received by February 1, 1992. To secrite an separationation contact his backer, in Li-Ounty Community College. PO Don 40, https://dx.doi.org/10.1006/1

Equal Employment Opportunity, Affirmative Action Employer

scinior journel record of prison marked in the control of the cont

RULLETIN BOARD: Positions available



PRESIDENT

The Chescellor and the Board of Trustees of the California State versity system invite nominations and applications for the

Created in 1958, California State University, Northridge recognizes undergraduate end graduato teaching, research and public service se its unitor responsibilities. Of these, undergraduate lestruction Sists principly, Located on 350 acres in the western section of the San tiss priority. Located on 550 acres in the vestarm section of the San Fernands Valley, 25 miles nonthwest of central Loc Angalas, the university 1,200 full and part time faculty tacts a student body of 50,00. The university was out the impact in California, in opposited into digit actions. Study most offer singular the foliations; in opposited into digit actions. Study most offer singular design and preference of the study of the members of ethnic minorities and 57% of the students are women, Approximately 10 percent of the annulmant lives in campus dormitories end thousands mere reside in nearby apartments. The university size operates a satellite campus center in Venture Coursy serving more than 1,000 students.

Nominees or applicants must have the energy and vision to lead a sublicultural, multipurpose, public university, altusted in a diverse metropolitien resc. Candidates must be experienced at working coperatory with faculty, students and safe; committed to expanding expensively with faculty, students and send rescribed to expanding coperatory with the committed of the committed to skills and collegiol leadership, preferably in an institution of higher education, and bo prepered to function in a collective bargaining

The President is the chief executive officer of the campus and is sible to the Board of Trustees through the Chance

Nominations and applications with surrent resumes should be sant to:

The Chansellac
The Calliornic State University
400 Golden Share, Suite 324
Long Boach, Celifornia 90802-4275

Review of resumes will begin on February 14, 1992.

An Equal Opportunity Employer

Warmen and ethnic minorities are encouraged to become candidates.

A campus of The California State University system.

SUPERINTENDENT OF SCHOOLS Paducah, Kentucky

The 3,600 student, K-12, echool dietries is located in Western Kentucky, on the Ohio River and near Kentucky Lake. The board is offering a multi-year contract and a beginning selary of \$70,000-\$75,000. The new superintendent will begin on July 1, 1992, or earlier by mutual agreement.

To apply, send letter of application and vite by Jan. 31,

Paducah Superintendent Search Kentucky School Boards Association 260 Democret Drive Frankfort, Kentucky 40601

the with assertion in problember of the control of the Molecules and Assertion of the Molecules and Assertion of the Control of the Molecules and Assertion of The Molecules and Assertion

with most program of the control of the Annuar Producer in the Committee of the Committee o

The content of the co

The Board of Trustees of Hewkaye Institute of Technology (love Area VIII invites applications and nominations for the position of Praident. The President is the chief acceptive officer and reports to a nine-member Board of Trustees Pr. Jahn E. Hewse, the current President, will cetter in Jane, 1992, there als not yearned successful service. The Board seeks a individual only is a acceptated designation all ander and an individual of the present successful service.

PRESIDENT Hawkeye Institute

of Technology Waterloo, Iowa

CHALLENGES AND OPPORTUNITIES ten years, the new President will be expected to address severs

timos, iministing:

Inturnal Incardingly

Inturnal Inturnal Inturnal Inturnal Inturnal Inturnal

Inturnal Inturnal Inturnal Inturnal

Inturnal Inturnal Inturnal

Inturnal Inturnal Inturnal

Inturnal Inturnal Inturnal

Inturnal Inturnal Inturnal

Inturnal Inturnal

Inturnal Inturnal

Inturnal Inturnal

Inturnal Inturnal

Inturnal Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Inturnal

Int

a Baterian Marations Hawkens and School of Sch

PREFERRED QUALIFICATION

conserging useds of the commendities to Hawkeys Pach.

The pattern of realized Packar Packar Packar State St

atens; d who will provide leadership to working with business and industry sa ch majoraths sints of the art yocations/lecturien) and occupational pro-

grams;

• An open end cesponsive individual who is able to inspire tries and loyelty in others, and who has a name of hismor and a willingness to share both success and failure; and
• An individual with me sented doctorars is preferred.

An interference was a second of the principal and a policy of the

been from elsker Under current or former leasterioties.

Montineations are applications will confine to be received until the position in filled.

Housewer, alone the Presidential Starch Committee will begin wrivening applications.

Housewer, alone the Presidential Starch Committee will begin wrivening applications.

Montineations are applications about the understated to Predictation Starch Committee
Chater, Athentians Into. Seats Starch, Starches Institute of Treducing Open, CVIII, 1941 East
Occupa Read, P. O. Des 8015, Westlern, Seats Starches, Starches, Starches, Seats Starches,

All loguities, nominations and applications will be held in strictest confidence. Hawk-eye institute of Technology is an equal opportuoity institution and does not discrimi-nate on the besis of race, color, gender, raligion, age, national origin, disability, or seaml originalities.

SERMI OFFICEROM.

For nddifficul Information, contact Elizabeth Bochlin, Director of Board Services, Association of Community College Trustees (ACCT), 1740 N Street, NW, Washington, DC 20006, Thelphoca: 207-175-4667; Rar: 202-222-169.

mis rauge 350,000-640 000 bein merobe. Choice deter bisturary 14, 1992 or until filled, Aprilands proceeding selectly determine the describes interests and exalifications, southern of their selections of the selection of the se

numbered.

Translater/Chinese The Chinese University of Hong Krons (founded USA) offers the Chinese University of Hong Krons (founded USA) offers have the Chinese University of Hong Krons (hondred USA) of the Lawrentine, Basic Andrews (hondred USA) of the Chinese Chines Current students subplicated a variant in 1,00 by 1984-95. The University is very active to promotine research and contain the properties are search and contain the properties are properties and Chicago and Chicago are under the properties and Chicago are under the properties and chicago and properties are an applicated and properties and properties. The properties are not to properties and properties.

and. Chicago are used in incubic and gas physicians of Trainingin, Josephan Argunian and Proposition of Trainingin, Josephan Argunian and Proposition of Traininging, Josephan Argunian and Proposition of Traininging Argunian and Proposition of Proposition of Proposition and Proposition of Pr

appointment beoeffit include have with full-year openitation, assemblied with the property of or qualification documents in deplicates and recent subfications of the present of deplication and recent subfications to the Personan Section, The Chinese University of Hong Kone, Sheith, Hong Kone, (Partistypes) SURO) before issuary 14, 1992, Please quota the reference margher 114509/291 and mark "Recrofites at" on cover.



PRESIDENT

Sonoma State University The Chancellor and the Board of Trustees of the California Stata University system invite nominations and expressions of interest for the Presidency of Sonoma Stata University.

Established in 1960, Sonoma State University is a pradominantly undergraduate institution of liberal arts and aclence which also offers a select range of graduate and professional programs. Small class size and close relationships among suidents, faculty, and saff see hallmarks of the institution. More than 400 full-time and part-time faculty provide instruction to 7,000 students, 900 of whom reside on campus Approchamsly 62% of the students are women; 25 is the everage of a go of the company of the company of the company of the students are women; 25 is the everage of a go of

The University is located on 220 scree in the town of Rohnert Park, 50 miles north of San Francisco, 20 miles from the Pacific Cosan, and within the world-famous Sonome wine region. The campus is structive, modern, and well-requipped. The beasty of the campus and its sating allow sudents to pursue their educational goals in a pleasant environment removed from the pressures of urban life.

Prospective candidates should have the experience, vision, and anargy to lead a comprehensive public university situated in a suburban/rural area. Candidates must be: committed to excellence is undergreduate education in the liberal arts and actiones, experienced at working cooperatively with faculty, students, and stiff, committed to expending the positive relationship the University entry with the auromating region; able to build on the strong base of a well-managed institution; stilled at managing whe budget of expending the order to proceed the state of the state of

The President is tha chief executive officer of the University and is responsible to the Board of Trustees through the Chancellor.

ninations and expressions of interest with current résumés should be sent to:

please write.

don't phone.

For fastest service.

To serve our readers most effectively, we have contracted with an independent, computer-based company whose only business is the handling of subscriptions. Their staff members' expertise is dedicated to serving our readers quickly and efficiently.

They can do this best if you'll write them directly-enclosing a copy of your address label, if you have one. Or use this coupon to let them know how they can serve you.

Please check the appropriete box[es] below:

- ☐ Change e delivery address
- Report e subscription problem
- ☐ Enter a new subscription (49 issues—one year)
- ☐ Renew a subscription (49 issues—one year)
- ☐ \$67.50; payment enclosed □ Bill me
- ☐ Charge VISA #
- Charge MasterCard # _
- ☐ Charge Americao Express #

Expiration date

ATTACH LABEL HERE (if you're already o subscriber)

Neme	

Street address or box number

Mail to:

Subscription Department The Chronicle of Higher Education P.O. Box 1955

Marion, Ohio 43305

Please ellow four weeks for your order or adjustment to be processed.

PRESIDENT

California University of Pennsylvania

The Council of Trustairs of California University Invites nominations and applications for the 6th president of the University upon the reference of John Pierce Watkins from the presidency in June, 1992.

reneral vessions from law personney in June, 1992.

Califories University, founded in 1885, part of the State System of Higher Education of the Conservorwealth of Pennsylvania, is a regional, comprehensive of the conservor of the Conservorwealth of Pennsylvania, but the System of Pennsylvania, 1997, part from faculty services, 7000 students introoph the College of these and Systems, Science and Technology, and the School of Greduels Studies and Research.

reseasor. The largest institution oil higher education in extreme southwestern Parasol-vaniet, California University is located 35 miles auth of Pittsbugh in the control of the property of the control of the control of the control of the three controls of the control of the control of the control of the rink will be a 20-minute convexate to downtown Pittsburgh in the heart of the embripated excorate development are control of the control of the embrapated excorate development are control of the control of the

- The ideal candidates should possess the following strengths:

 anbility to articulate a vision for the University's future growth and development
- rience with long range strategic planning nuine commitment to shared governance in a collective bargaining
- existions and successful and support of complex environments of a concessful complex environments of successful competence in the management of complex environments of successful competence including a builty to communit

tions and applications should be sent to:

Chair, Presidential Search Con Callionta University P. O. Box 607 California, PA 15419

Applications should include a current resume and letter discussing the can-date a qualifications in terms of the stated criteria Applications will be ravisured commencing February 24, 1992. Candidates whose applications are received after that date cannot be promised a full

Collionria University of Pennsylvania is an AA/EEOC Employer, and etrong-by encourages the applications of women and minorities. This search is assisted by the Presidential Search Consultation Service of the Association of Govern-ing Boards

PRESIDENT

The Joyce Foundation of Chicago seeks a President.

The President is responsible to the Board of Directors for supervision of the grantmasking programs and administration of the Foundation. Candidates should submit a letter of application and a résumé to:

The Joyce Foundation is an equal opportunity employee

Veterinary Modicins/Biology: An appoint in evaluable for a terure-track possible in parasitology. A background in value many ganationary is preferred. The supolite will like services.
the will join another veterinary paradical and and will be part of an established re- search program in immunology and her paradia relationships. The appoints we there is the teaching.
share in the tenching of parasitology to we
ericary and graduate students, contribu- to clinical diagnostic parasitology and a
tention work, and develop en area of speak research emphasis in colleborate
with others to the aroup. The parasitotest will have a doctoral degree reflecting as
propriete research interests. A vetering
Applications about include a surrent cu
ricultum vitae, a statement of souls, detail of professional interests and expertise, an the names and addresses of at least three
recommendations. Please sand applications
iloss to Dr. Dosaid O. Cordes, Head, D. partment of Pathobiology, College of Ve- crinary Media ins. Phase II, Dusk Pon
crusary Meeta ind. Phiase II. Dusk Pon Drive, Slacksburg, Virginis 24061-044. Review of applications will began March 1992 and will continue until the position Ribed. Worken one minorities are especial ancouraged to apply. Virginis Polytechal
Institute and State University is an Affirm

administrators is assemble, Louwened in a ter college with a 153 mer his reg it is recollege and in 153 mer his reg it is recollege and recollege and finally in the college of the college of the college and in the college of the first property of the college of the other college of the c

President Regis College Weston, Massachusetts

The Board of Trustees at Rogis College Invites nominations and applications for the position of Fresidom. Founded in 1927 by the Congregation of the Sistors of Sains Founded in 1927 by the Congregation of the Sistors of Sains Joseph who continue to aposace the institution, Rogis College and the Congregation of the Sistors of Sains Joseph Williams (1921) and the Sister of Sains of Sains (1921) and the Sains of Sain Regia College is dedicated to the education of women and

Regis College is accitated to the education or women and to the development of each woman's full potential, to the prop-aretion of women for a diversity of careers, and for roles of lesdership and service in the modern word. The President reports to the Board of Trustees and is re-

sponsible for the scademic, administrative, and financial affairs of the College.

Qualifications for the President include: Distinguished academic credentials with an earned

Distinguished candemic credentials with an earned doctorate in an appropriate discipline;
Experience in higher education which includes evidence of achievement in both teaching and administration;
A strong commitment to the materian of Figgia as Celholic, liberal arts college for women, saw well as the vision, and competence to direct the continued growth of the College in a culturally diverse and changing world;
Evidence of qualities of collegal leadership in administrative and ascademic affairs the latent to feater collegorate among the various constituencies of the Collego;
The ability to utriculate the mission of the Collegoria order to strengthen and develop present and future sources of funding.

For the first lime, the Board of Trustocs encourages nomine tions and applications for the presidency from outside the founding order. The anticipated sterling date is judy 1, 1992. Nominations and epplications should be sent to:

Dr. Richard W. Young, Chair Precidential Search Committee Regis College Weeion, MA 02193

Applications should include a current resume and a letter discussing the candidate's suitability for the position. The Search Committee will begin reviewing epilications on January 10, 1992. No candidate can be guaranteed full consider the result of the control of the control

PRESIDENT



Oakland, California

The Board of Directors announces the search for a President to lead this ledependant, coeducational, Catholic college beginning to the summer of 1992, following the deven-year presidency of Lois Aus. Colleys, SNIA, We Invite and encouraged nominations and expressions of interest, particularly form women religious of Catholic congregations.

invite and encouraged prominations and a spreadons of interest, particularly and common regions of Catalolic Congregations.

The property of the common state of the c

Holy Names College is an equal opportunity employ

Vocational/rechoical Education: Assistant or Associate Professor (representation and Installand and perform essaresh to evolution and perhalical education and perhalical education and perhalical education. Earned dynamics are projected with successful leadership mapriscos at the auticons and schools of decisions. Preferred outpilled to the second period of the project of the pro

EXECUTIVE DIRECTOR FIELD SERVICES, BAY AREA OFFICE

BULLETIN BOARD: Positions available

Educational Testing Sarvice, the nation's leading educational and measurement organization, seeks a high level administrator to direct its Bay Aree (Emeryville, California) office which is ETS's largest regionsl office.

This key administrativa position reports directly to ETS's Vice President of Field Services. Primary responsibilities are to plan, manage, direct and coordinate programs, professionel measurement services, operations end policy development activities of the Bsy Area Office. The chosen individual will supervise and motivate staff in strategizing and initiating new service programs and activities, and plan administrative services for personnel, reference, and contracts areas. This person will also monitor budgats, review RFP's, Interview and recording and act as fielded between ETG and mejor Bay Area Office Client groups.

A Ph.D. or equivalent is necassary, preferably in education, educational measurement, psychology, or related fields. Four years of prograssively responsible administrative experience are required, es are thorough knowledge of management, program direction, planning, personnel, liscal and policy dovelopment. Superb communications skills are assential.

ETS offers a stimulating growth and achievement-oriented environment, including an outstanding salary and benefits peckage. For confidential consideration, please forward resume with salary requirements to: Sandy DeAngelo.

EDUCATIONAL TESTING SERVICE Rosedals Road, Princeton NJ 08541

Equal Opportunity Employee
Women And Minorities Are Encouraged To Apply



PRESIDENT

University of California

The Board of Regents Special Committee on the Selection of a President invites nominations and opplications for its position of President in the Selection of President in Selection of Selection

or asystem in the presidency, and the asystem to committee when the committee was consistenting controlled in the controlled control

The Freadont, an ex officio member of the Board of Regents, is re-sponsible to the Board as Chief Executive Officer fix lite overall infinite biration of the University.

assumo of the University. Candidate should have demonstrated administrative expedence to the conduct of the officiar of substantiat organization, are appropriate activative execut, an understanding of state end official focul process. The conductive executive execution of the conductive execution execution ex

Secretary of The Regents University of California 300 Lakeside Drive, 22nd Floot Oakland, CA 94612-3850 and should be received no later than Jenuary 24, 1992 to be assured

AN EQUAL OPPORTUNITY APPIRMATIVE ACTION EMPLOYER

Women's Studies Director of Women's Budies, Artson State University. Tempe, Artson invites qualified individuals to ap-try for the Director of Women's Studies, as study year appointment. The position is no-nimistrative not carries with it a tenured professional and the full or speciate profession and Application procedure. It

Whomen's Smalers Astroich Collade, Tement of Smalers Astroich Collade, Tement of Smalers (1997), Find green, toschool Spectrage Smalers (1997), Find green, tocolled Spectrage Smalers (1997), Find green, totended to the Smaler Smaler Smalers (1997), Find green, tofler of the Smaler Smaler Smalers (1997), Find green, tofler of the Smaler Smalers (1997), Find green, tosell of the Smaler Smalers (1997), Find green, tofler of the Smalers (1997), Find green, tofler of the Smalers (1997), Find green, to
fler of the Smalers (1997), Find green, to

fler of the Smalers (1997), Find green, to

fler of the Smalers (1997), Find green, to

fler of the Smalers (1997), Find green, to

fler of the Smalers (1997), Find green, to

fler of the Smalers (1997), Find green, to

fler of the Smalers (1997), Find green, to

fler of the Smalers (1997), Find green, to

fler of the Smalers (1997), Find green, to

fler of the Smalers (1997), Find green, to

fler of the Smalers (1997), Find green, to

fler of the Smalers (1997), Find green, to

fler of the Smalers (1997), Find green, to

fler of the Smalers (1997), Find green, to

fler of the Smalers (1997), Find green, to

fler of the Smalers (1997), Find green, to

fler of the Smalers (1997), Find green, to

fler of the Smalers (1997), Find green, to

fler of the Smalers (1997), Find green, to

fler of the Smalers (1997), Find green, to

fler



EXECUTIVE

Mr. Tad J. Saengar, Chair Praeidential Salection Advisory Cor Sonoma State University 1801 East Cotati Avenu Review of resumes will begin February 20, 1992.

of whom resids on campus. Approximately 62% of the stu undergraduates and 38 is the average aga of graduate stu

An Equal Opportunity Employer

A campus of the California State University system

Classified Advertising Insertion Order

□Display Clessified	☐Regular Classilled	
Column(s) x Inc	ches or Alphabetical Listing	
Dala(s) of Insertion		
Alternele insertion dale(s)		
Payment enclosed	Bill to address below:	☐Assign box numbe
Name	Tire	
institution or company		
Street Address on P O Box #		
City	Starte	Zip Code
Purchese Order No.		•
	ach ad copy and any required billing	
	Please send to:	

The Chronicle of Higher Education Bulletin Board

1255 Twenty-Third Street, N.W. Suite 700

Washington, D.C. 20037

End Paper

Winslow Homer and the Art of Illustration

ETWEEN 1855 AND 1887, from ages nineteen to fifty-one, Winslow Homer made more than 160 drawings to illustrate texts of prose and poetry published in books and literary journals. His drawings reached print as lithographs, wood engravings, and photomechanical cuts. This little-known body of graphic art by a major American artist constitutes an important episode in the history of the art of book illustration.

Despite the skill and seriousness of purpose he invested in them, Homer's book illustrations made little stir during his lifetime. They have ever since remained deep in the shadow of both his paintings and his many other graphic works. The small scale of the book illustrations, their lack of color, and their complex relationships with the prose and poetry they illustrate have kept nearly all of them from inclusion in even the most comprehensive exhibitions of Homer's art. Most have received no discussion in the Homer literature.

That literature has tended not to distinguish between those drawings that Homer made to illustrate the writings of others and those that illustrate no text beyond his own observations of the world he lived in. The distinction is an important one, however, since other persons' words often had a catalytic effect on Homer, releasing in his drawings dramatic, emotional, and narrative qualities rarely seen elsewhere in his work,

Homer made these drawings when the art of illustra-





tion was a creditable activity for a painter in America. A breach between the two arts opened during his lifetime. It resulted in part from a feeling that images representative of texts must necessarily be dependent on them, and that this dependence constrained and compromised the artist. A growing skepticism about the worthiness of illustration as an activity for an established fine artist hardened as presses brought forth ill-conceived, ineptly drawn, and poorly printed illustrations in countless popular books and magazines. By the middle of the twentieth century, when painting was in flight from figural representation, the word illustration took on a decidedly pejorative tone. It suggested an objectivism, an interest in exteriors, alien to the era's celebration of heightened artistic individualism. Attempts to depict another person's visions, literary or otherwise, seemed extraneous to the inward eye so deeply valued by modernist artists. While a number of distinguished twentieth-century painters have made notable contributions to the art of the book, they have often decorated rather than pictorialized their texts, texts that have nearly always been revered monuments in the history of literature. Homer and his contemporaries illustrated much less exalted writing.

When Homer's powers as an illustrator were at their height, in the 1860's and the 1870's, a simple view of the profession prevailed. It held that words and pictures skillfully and sensitively brought together in a book could each enlarge the other's meanings without undermining the integrity of either the author or artist. Though Homer certainly saw illustration as a lesser occupation than painting, the evidence of bis work shows that he found it an honorable one. He seems to have understood more fully than most of his contemporaries that illustration can be a fine art when artists listen intently between the author's lines to find substance of their own.

The text and illustrations are from Winslow Homer and the Illustrated Book by David Tothom, professor of fine orts of Syrocuse University.

Copyright © 1992 by Syracuse University Press.

KENTUCKY :

government & Politics

sB14.6-million in 1992-93, e 19.1-percant increase; and \$966.3-million in 1993-94, an 18.6-per-cant increase over the 1992-93 request.

The requeste ere besed on what the ays-The requeste ere besed on what the aye-tem would raceive if the university sys-tem's finencing formula was fully mat. College officials don't expect to receive the full requests because they emount to almost all of the new money the state an ticipatee epending in the next blennium

- Reflecting the state's interest in school ■ Adequete support for financial-aid proraform, coilega officiele ere asking for the creation of new programs for colleges to grams le the most pressing issue for Ken-tucky's private institutione.
 - Private collagee want the General Assembly to require that et least one membar of the Council on Higher Education hold a degree from a private college in the state.
 - Private colleges will ask the legislature to be included in the state's communications natwork for inter-librery loane.

LOUISIANA

March 30-June

Appropriationa request will submitted in the spring.

■ The atete'a ability to provide more money for collegea is unclear. The aconomy le in bad shape, but Gov. alact Edwin W. Edwards, a Democrat, has seld he may propose tax increases that would anable the atata to increese apanding. Mr. Edwerde has also pladged to use 75 per cent of the revenues from the state lottery for all lev-ele of aducation.

■ Mr. Edwards is expected to propose legieietion to improve the quality of state voce-tional-technical institutions.

buy computers end other equipment for use in treining teechers.
The new Governor, Democrat Brerston C.
Jones, is expected to propose a acreening

ty governing boards end the Council or Higher Education.

Lagieletors ara raviewing Kentucky's open-racorde lawa, end some higher-edu-cation officiela ers concerned their en ax-

pension of the law could infringe on the confidentielity of the tenura procese. Legielators mey introduce bills to remove aoma political control in the wey construc-tion contrects are awarded because of

charges of favoritiem in the award of contrect for a dormitory at Northarn Ke

tucky University leat year.

Highar-education officiels and laglelators want three new nursing-education progrems creeted because of the etete's ehortage of nurses.

enorage or nurses.

Dasegragation of the stete'e higher-education systems continues to be en lesue.
Lawmekers are expected to discuss the implications of a Missiesippi decagragation cese, currently before the U.S. Su-preme Court, once a ruling ie handad

21. 新數式攝影 (安美語) 医含氯丙醇烷酸

■ Last yeer wee the first time in six years that the Legislature provided funds for a private-collage atudent-aid progrem, and private institutions will work to preserve the enpropriation

MAINE

January 8 April 15

1992-93 will be the second year of e blennisi budget, and colleges did not make supplemental requests bacause the state budget picture le so black.

MARYLAND

lanuary 8-April 7

For the four-year inetitutione, \$632.2-mil-

lion, a 10.2-per-cent increase. For the community colleges, \$138.1-mil-lion, a 35.1-per-cent increase.

■ The outlook for the budget requests is not groat. The state's fleesi condition continues to worsen. But spurrad in part by engry protests by college students and feculty members, a group of legislations has proposed o plan that would reators funds out. from college budgets in 1991, and ellow for modest increases in 1992-93. Under their plan, about \$70-million would be recouped by diverting tex monoy from the Transportation Trust Fund. An edditional \$38-million would be raised by increasing the state tax on gas and electric utilities.

Legislators will monitor a committee ee-tablished by the University of Meine's Board of Trustees to determine whather the evatem's edministrative structure is

■ The University of Maryland System is

aacking epproval to merge the University of Maryland at Baltimora with University of

Merylend-Baltimora County. The new In-

etitution would focus on health sciencee

technology, eoclei work, lew, and public policy. Gov. William Donald Schaafer, a

Damocret, favors the Idea but some legie

possibility that a new research institution would compete with the flagship campus

at College Perk.

St. Mary's College of Merylend has re-

quested lagisletion that would make it a state-related institution. In exchange for e one-time increase in financing, college

leaders pledge to raise additional operat-ing funde through higher tuition. They also want more freedom from state regule-

tione.

■ The Higher Education Commission wants

more oversight over propriatery achools.
The legislation would give the commission euthority to fine institutions or to

take other ection, euch as suspanding op

tors are wary of the coats end of the

Maryland's privete colleges are asking that the institutionel grants they receive from the state, which were cut by 25 pe Privete colleges will be lobbying against proposals to cut student aid that is not based on financial need.

Privete collegee are backing bills that would broaden the ealsa tax, hoping thet some of the money the stete would raise would be epent on higher educatio

MANAGRUSETTS

anuary 1-December

t \$537-million, a 10.7-per-cant increase.

With a projected deficit of \$1.6-billion on an overall etate budget of \$12-billion, 1992-93 is ehaping up as another lean yeer for public collagea, and for students who depend on the ateta for finencial aid.

A commission eppointed by Gov. William F. Weld, e Republican, has been atudying ways to refocus the nine state colleges so ways to resous the time state colleges so that each hees diethriche mission. Legis-letors probebly will take a keen interest in those changes, particularly if it appears the commission is inclined to close or merga institutiona.

The commission may also recommend a financing formule for higher aducation. If it does so, legisletion may be required. Pladed Robertson, the new Secretary of Education and e former community-col-lege president, hee said the current mathod of financing colleges hurts community colleges that offer certain necessary, but expensive, treining programs.

More scholarship money is the only issue on the private institutions' agenda

The Outlook for Higher Education in 50 State Legislatures COMPINUED

■ For 1992-93, \$881.7-million, e 17.8-psr-

cant incressa. For 1993-94, \$938.3-mil-lion, a 6.4-per-cent increese over the

January 8-Merch 7

1992-93 request.

· For the first time since his election in The Stata Council of Higher Education is asking for legislation to give public insti-tutions more control over how they spand state money and set tuition rates. 1989, Virginia Gov. L. Douglas Wilder, a Damocrat, says ha will consider e bipartisan proposel to incresse taxes. But un less Rapublicans and Damocrata actually

Governor Wilder saya ha witl consider a recommendation from his Tesk Force on Substance Abuse and Sexual Assault on College Campusas that would ban the sale of grain alcohol, which has more than twice the elcohol content of most liquor, near compuess. The state's Alcoholic Re erage Control Board says that 14 per cant of its eales of grein alcohol are at store neer the University of Virginia and Virginia Polytechnic instituts and State University.

Private institutions plan to ask for sreste. Private institutions plan to ask for sessionation of funds that have been cut in the taet year for atd to their students. But the concede their they ere unlikely to win the concede the concede their they ere unlikely to win the concede the

WASHINGTON

Jenuary 13-March 12

■ There with be no supplemental budget raquests for the second half of the 1991-93 ■ Legisletors end Gov. Booth Gardner are expacted to tangle over propossis for averting s \$900-million deficit in the state's \$15.7-million budget. Governor Gardner, a Democrat who is not sasking ra-slection, hee proposed a package of epanding cute and tuition increases to help close the gep. His proposal would cancel a plenned salary incresse for college employees end would increa ition retee from between 15 and 25 per cent et moet institutions.

ncreeses for higher squatton is bleek. It

cation and other atets officials will have

budget cuts over the next two years. Col-

current year end 5 per cent in the first year of the blannium

Higher-sducetion leaders expect signift-cant discussion about tuition policy, es-pscially the widsspread use of tuition walvers that now cost public colleges and universities about one-quarter of the reve-nue they would otherwise receive. Because tuition goes to the stete, not the inetitutions, college have few incentives to evoid weiving tuition, and legislators find them politically popular. Inetitutions are expected to propose new policies that would ellow tham to set their tuition retes end kaep some or all of the revenue.

Privete institutions want the legislate creete e new grant program that would se middle-class students and their families by raising the maximum income level by raising the maximum income issue needed to quelify for grenta end by remaining the femtily's home-equity catculative from the student-aid application.

WEST VIRGINIA

Jenuary 8-Merch 7

■ For the University of Weet Virginie System, \$155.1-million, en 11.5-per-cent in-

For the State Collage System of West Virginie, \$8B.8-millifon, en 11.4-per-cent inAlthough West Virginie is one of the few statea to meke it through the last year without budget cuts, 1992 will be a tight without budget cuts, 1592 will be a ugin budget year, end mejor increases in etata spending are unlikely. College officiels are trying to make funds for selary increesea e top priority.

 Legieletora end higher-education officiata are developing e loen progrem to encourege medical-school greduetes to prectice in Weat Virginie. Under the progrem, etu-dents would work in the state for one year for every \$10,000 in scholarships they rement, the etudents would have to pey beck three times what they borrowed.

the legisleture for \$1.1-million for first

WISCONSIN

January 28-Decembe

■ 1992-93 will be the second year of a blanniel budget, so there wee no budget re-quest for this session. ■ The stete could fece a smell deficit in the second year of the blennium, end the goal for the University of Wisconsin system will be to evoid budget cuts.

Legisletion that would give the eyetem's chancellors more influence in the tenure process mey be enected. Tenure decielons ere now mede by the feculty member'e scademic dapertment. The biti, which the university aupporte, would ellow chencellors to convene e panel of feculty membere to hear eppeals end possibly

Students support a bill that would freeze tuition retee until 1995 and then contain tultion increases, so that tuition would never exceed 33 per cent of the total cost of a student's education.

Students also will push e bill to require the Great Lakee Higher Education Aselstence Agency to be reguleted under the iew that covers private collection egenclee. Students have completed that Greet Lakes, the state e guerantee egency for student loane, use overly aggreealve tectics to collect loane. WYOMING

2.

Februery 17-March 13

For the University of Wyoming, \$174.8-million, e 10.9-per-cent increase,
For the community colleges, \$102.9-mil-

lion, e 21,2-per-cent inci

An estimeted \$152-million budget deficit has prompted Gov. Michael Sullivan, e Democret, to cut appropriation requests and to propose giving meny programe less money in 1992 then they received in 1991, So fer, he hee exempted higher ed-

A group of Gillette residente went e two-yeer college creeted in their community end mey appeel to lawmekere for help.

end mey appeal to lawmekere for neip.

Community-collega officials hope to per-suede legieletors to edopt a statewide property-tax increeee thet would provide edditional money for the two-year col-

-GOLDIS SLUMENSTYK, MARY CRYSTAL CAGE, AND SOSERT R. SCHMIDT, JR.

STATE NOTES

■ Ala. court says unwed parents can be made to pay college costs

■ Report criticizes state programs to assess what students learn

Alabame's Supreme Court cause the case did not concern a has ruled that the state can require parents to pay for the college costs of their children, even if the parents bave never been married and the children are no longer

The 5-to-4 decision extended to illegitimate children the seme opportunity for financial supnort for college as the same court previously secured for children of divorced parents in

In the 1989 ruling, the Alebama Supreme Court said the costs of e college education could be an exception to the state law that says that a perent bas no legal obligation to support children once they reach the ege of 19.

The latest decision, released last month, resulted from a petition filed in 1989 by Ester Fay Williems for additional support for her deughter Darlene, born in 1972. The girl's futtier. Bobby Jones, had been peying financial support since 1973, but objected when he was ordered to pay additionel support for college and other expenses until Darlene reached the nec of 23. He contended that the courts did not have such nuthority beChief Justice Sonny Horns-

by, writing for the majority, disagreed. Affirming the decisions of two lower courts, Justice Hornsby ruled that the exception that the Supreme Court had established in 1989 "did not depend on the the fact that the parties to that proceeding were divorced," but rather "on the existence of the parent-child relationship.

The four justices who dissented from the ruling said that the court had exceeded its authority in both the 1989 decision and this one. They said courts could not order support for illegitimate children past the age of majority.

A growing number of states and colleges have programs to assess what students are learning, but there is little evidence that the programs are Improving education, a new report concludes.

The states' essessment ef-forts "linve also feiled to eddress adequetely questions about how nil colleges in a state, or system, ere meeting state goals and expectations for no

educated citizenry," says the report, issued by the Education Commission of the States

The report, "Assessing College Outcomes: What State Leaders Need to Know," notes that assessment has become more commonplace since the nationwide movement to measure student progress emerged about seven years ago. Today 81 per cent of colleges report they have assessment activities, up from 55 per cent in 1988.

The report says that several states experiencing severe economic problems have curteiled their assessment efforts. It also seys that pressure for standardized tests and public disclosure of the results is rising as legisle tures "grow impatient with lack of results" from other essessment method

Stetes could fashion better programs, the report seys, if stetc end college officials first clearly determined what they wished to measure, end then devised the tools to assess their

The report is evoilable for \$6 e copy plus \$1.90 postage from the ECS Distribution Center, 707 17th Street, Suite 2700, Denver, 80202-3427.

-GOLDIE BLUMENSTYK

Judge Orders Stebs to End Segregation of Alabama Colleges

Continued From Page A24 money flows to Alabeme A&M University end Alabama State University, two historically black inatitutions

The state must provide about \$20-million to improve the fecilities et Alabame State and Alabems

Auburn University, Livingston University, and the University ty of Montevallo must make "meterial improvement" in the em ployment of black faculty members

within three years. Calhoun State Community College, Troy State University, end the University of North Ale-bama must make "meterial improvement" in the employment of black administrators within three

Auburn University must modify its edmissions policies so thet they no longer result in fewer black epplicents.

Alabame State must develop end carry out a plan to recruit more

The stete end its public col-leges must eliminete academic programs that are needlessly dupliceted at neerby predominontly white end historically bleck institutions.

Judge Murphy seid he would monitor Alebama higher education for 10 yeers to insure that his orders are carried out

Robert D. Hunter, e lewyer for seid.

the Alebeme Commission on Higher Education, seid he was not surprised by the judge's ruling. "We said from the beginning that if we were held responsible for thitigs done in the 1950's, it wasn't a case

that could be won." he said Mr. Hunter seid that state officials were committed to educating more black students, but that budget constreints mede it difficult to

support many new programs Alabama Gov. Guy Hunt, a Re-

"We said from the

beginning that if we were held responsible for

things done in the

1950's, it wasn't a case

that could be won."

publican, said it would be "premature" to announce whether or not the state would appeal

Aleese S. Sims, one of the block citizens who sued the state, said she was pleased with the decision. but added that she was akeptical that state officials would change their policies unless they were

closely monitored by the court. "If we just leave it up to people to do the right thing, they won't," she aaid.

She added that high-school guidance counselors still routinely discourage telented students from applying to historically black col-leges. "Things ere better, but there is still discrimination," Ms. Sims. -SCOTT JASCHI'K

IF NONDISCRIMINATORY E.E.O, RECRUITMENT IS YOUR GOAL

Affirmative Action Register ®

For Effective Equal Opportunity Recruitment

OFFERS THE EFFECTIVE SOLUTION

NOTIFICATION TO OVER 3.5 MILLION READERS*

NATIONALLY TARGETED TO FEMALES, MINORITIES, HANDICAPPED AND VETERANS THAT YOUR FACULTY AND ADMINISTRATIVE POSITIONS EXIST.

Primary Speciality	Percent Composition*
Bidence and Engineering	11.76
Medicine, Numbro and Released	14.28
Business, Finance and Legal	17.42
The Arts and Architectura	3.15
Education	31.51
Police, Public Relations and Administration	6.66
Ofter	15.17
TOTAL	100.00

The Only All Recruitment **Publication Distributed** Free of Charge in America

Category by Sex and Ethnic Group or other Mandate	Percent Composition*
Formulae	56.10
Maine	41,90
Black Americane	37.10
Caucasian Americans	98.43
Hispanis Americans	7,91
Asian Americans	4.06
American Indiana	1.91
Handlospped Americana	2.26
Vietnam Veterans	4.11
Not Specified	7.15

THE JUSTICE DEPARTMENT SAYS:

"Where enhanced recruitment is required, euccess is measured first in the number of persone who are recruited to apply . . . to correct the current effect that prior discrimination has in discouraging potential minority and female employees evan from applying."

Recent Congressional action reaffirms commitment to EEO/AA

BIDA 1991 ACTION REGISTER • 8350 Citie Boulezard • St. Louis Missouri 89192 • . 314, 991-1035 • (800) 537-0655 • FAX (314) 997-1788

Accreditor's Move Seen Enhancing Federal Power

cept the principle that the Secre-tary of Education has the final say nver how accrediting associations conduct their business !

Etta Pielek, a spokeswoman for Secretary Alexander, said he was not trying to take over accrediting ations, but that he had certain responsibilities. "The Secretary has statutory authority in terms of safeguarding the tax dol-lars that are used in student financial-aid programs," she said. 'That is our interest in the accreditation process."

Under U.S. law, students can receive federal aid only if they attend colleges that are accredited by agencies recognized by the Educo tion Department. Mr. Alexander held up the renewal of recognition for Middle States because of the diversity stondards. Critics of

Three Democratic Presi-

education policy at a recent forum of the National Educa-

The forum carried on c

SPAN, included Arkansas Gov.

Bill Clinton, U.S. Sen. Bob

Kerrey of Nebraska, and for-

mer Sen. Paul E. Tsongas of

Mr. Clinton promised to

"scrap the existing, inadequate, wasteful and often broke stu-

dent-loan program" and reploce

it with o National Service Trust

that would allow students to

borrow for college and then re-

pay the money as a percentage

of their income or through two

or three years of low-paid work

as teachers, police officers, or

health-care workers, Mr. Clin-

too said the national-service ex-

perience could also encourage

more college graduates to con-

sider full-time careers in teach-

ng. He also said he would help

states to create workplace-liter-

acy programs so that every ner-

son with a job could learn to read within five years.

Mr. Kerrey attacked the na-

tional-service idea. The pro-

gram would odulterate "the pu-

rity of sarvice" and penalize needy students, he said. "The

better queation for such 'new

paradigm' advocates are these

Is that how you went to college?

Is this how you intend to send

your son or doughter to col-

practica of allowing people un-

education curricula to eater the

native-certification process.

Mr. Kerrey, who taught brief-

Massnehusetts.

tlal candidates discussed

those standards praised Mr. Alex- more clear" what their standards ander for getting involved and urged him to insist that Middle States completely drop its diversity standords.

Ms. Fielek said department officials would "take a close look" at the new Middle States statement before commenting on it.

hod not buckled under to the Education Department and had only clarified what their practice had been all along.

Standards 'Not Useful'

ELECTION NOTEBOOK

■ 3 Damocratic candidates differ on aid policy

■ Buchanan bemoans state of U.S. education

Some accrediting officials concurred and said they were not worried by Secretary Alexander's stance on Middle States or by that on this.' group's recent action. Kenneth I. Perrin, president of the Council on Postsecondary Accreditation, said Middle Stotes had acted "to make

the clossroom," Mr. Kerrey

Mr. Tsongas said his college-

finoncing program would make

higher education available to

students and encourage them to

pursue careers in public serv-

ice. His proposal would have

students repay college loans

based on their income. "Those

who go on to make a lot of mon-

ey moy pay more than their share back, but that I think, is

Mr. Tsongas alao said it was

time for the United States to

tion. Compared to Ethiopia,

where he taught in the Peace

Corps, Mr. Tsongas said the

United Statea "is an anti-intel-

n goad student, you are a geek.

place greater value on educa-

equitoble," he said.

mean. "That doesn't look like capitulatian to the Secretary," Mr. Perrin said.

But many others-at Middle States institutious and in other accrediting groups-said the association had indeed backed down ond that the sequence of events had Middle States leaders said they given the Education Department more power over accreditation. Thomas C. Longin, provost of 1thaca College, said Middle States had moved "so far back" that its diversity standards "are not useful."

Richard D. Breslin, president of Drexel University, said: "A great deal of heat was felt by Middle States because so much was riding

Other Groups' Policies

Accrediting groups besides Middle States are so far sticking by their diversity policies. But Barbara E. Brittingham, chairwoman of the Commission on Institutions of Higher Education, an office of the Schools and Colleges, said: the middle of something that ought to be left to the membera."

The New England Association is nonetheless expected to adopt a The Western Association's stanversion of diversity standards for its institutions later this month.

lege of Human Science and Services at the University of Rhode Island, said the standards would be different from those used by Middle States. The New England stnndards will focus on the mission statements of colleges, encouraging colleges to define the range of students they cun serve. Accreditation review teams will then look for a "congruence" between the mission statement and a college's

Ms. Brittingham, dean of the Col-

programs, Ms. Brittingham suid New England officials do not plan to back away from their stance because of what Middle States has done, she said. Still, Ms. Brittingham added: "It certainly wns on our minds. One cannot escape

The North Central Association of Colleges and Schools tokes an approach similar to the one New England is considering. Patricia A. Thrash, executive director of North Central's Commission on Institutions of Higher Education said she too was concerned about the precedent set by Middle States.

"Now may be the time to nsk New England Association of how much intrusion there can be Schools and Colleges, said: on an autonomy, she said, odd-"What's happened here is that the ing that some benefit might come s impased himself in from the controversy: "All of these discussions have been difficult, but maybe they will lead to a better understanding of accrediting."

sidering making its diversity stee dards optional, it is preparing a statement to clorify them. A draft of the statement includes specific rejections of some of the interpretntions of diversity standards that critics hove given the policy.

The druft notes, for example, that some critics view diversity standards us part of the "political correctness" movement. But, i nays: "The commission firmly a jects this response to diversity.

The bedrock of education in a democratic society is free and open discussion. Indeed one sign of a healthy academic institution is the thoughtfulness of its internal disagreements and the extent to which all aegments of the institution feel

free to participate in its debates." Loaing Sight of Missions

Mr. Weiner, the Western Asser cintion's executive director, said it was important for supporters of di versity standards to clarify the meaning. But, he odded, accredit ing groups should not change their policies because of the threat of a loss of federol recognition.

If accrediting groups do that, Mr. Weiner said, they will end up sires of federal officiols than to the mission of improving colleges.

"We are nut prepared to be federal agencies and we need to make that clear." he said. "Then dards are closest to those of Middle is u point beyond which we cannot States. While Western is not con- and will not go." -- SCOTT JASCHIK

U.S. May Bar Solicitation of Gifts for Minority Scholarships

Continued From Page A24 our institutions in terms of fund raising," said Richard F. Rosser, president of the National Association of Independent Colleges and Universities. Mr. Roaser said that designated gifts frequently are initiated by college administrators. "You know what your neads are, ao you go to a donor and tell the person about your needs," he said.

A Year of Controversy

lectual acciety." A gaod athlete is a hero, he said, but "if you are The proposed regulations were issued after a year of controversy over minority scholarships. sparked by Mr. Williama's state-As he entered the race for ments that most minority scholar-ships were barred by Title VI of the the Republican nomination for President, columnist Pat-Civil Rights Act of 1964. Title VI rick J. Buchanan left little prohibits discrimination based on doubt about his position on the state of American educarace or national origin in programs that receive federal funds. Under the regulations that Sec-

still be considered Illegal because

of Title VI. But the rules would

and would offer exceptions for pro-

tion that has been certified by a

court or federal agency, and those

created with gifts designated for

Both Mr. Martin and Mr. Wil-

llama stressed that they were open

to argumeots from colleges on the

minority-scholarship issue and to

answering queations about how in-

atitutiona could continue to help

minority students under the pro-

They also asid that much of the student aid provided by the federal

government and by colleges for

that purpose

posed regulations.

tion and culture. "Over a quarter century, we retary Alexander proposed, most race-specific scholarships would lisve poured hundreds of billions of dollars into Great Society programs," Mr. Buchanan said in his annouocement give colleges four years to bring their scholarships into compliance speech. But, he added, "Highschool test scorea drop almost every year, as the levels of viograma set up by Congresa, those meant to remedy past diacriminalent crime reach new heights. Narcotica have rsvaged a generation. Our popular culture of books, moviea, films is as pol-

ly at the University of Californio and in the Omaha public schools luted as Lake Eric once was. Mr. Buchanan also sold: after stepping down as Gover-nor, also defeoded the growing When we say we will put America first, we meao also that our Judeo-Christian values are trained in traditional teachergoing to be preserved, and our Western heritage is going to be the classroom through an alterhanded down to future generations, oot dumped onto some "It bothered me that I had to laodfill ealled multiculturalbe supervised in order to be in ism." -GOLDIA BLUMENSTYK

economically disadvantaged stu- plaining the regulations to college denta would help those from minority groups, even though the mid was not restricted to them. "It is truly possible to protect the kind of assistance we want to offer," Mr. Williams said

Mr. Martin snid the part of the proposed regulations that had coused the most confusion was the exception for gifts that colleges receive. Higher-education officials have complained that they do not see a legal distinction between the money that colleges toke from their endowmenta to support minority scholarshipa and funds that they

receive from a donor. Mr. Williams said one reason the new regulation makes such a distinction is that the donor is not covered by Title VI. He noted that under the regulation, colleges would first have to make the determination-not on the basia of race-that a student was eligible for aid. Then, if the atudent was a member of a minarity group, the college could

use a race-exclusive acholarship. Mr. Martin added that a donor's gift to a college "expands the pool" of all aid money available for students and heoce would not infringe on the ability of other studenta to obtain student aid. He also sald that a private donor could give a grant for white atudents and that a university could occept such a grant, again provided that the university used the money to assist only those white students who

were eligible for aid anyway. Mr. Willioms said the department was already working to help colleges briog their acholarship programs into compliance with the regulations. He said Secretary Alpresidents, finunciad-aid officers und foundation officials. Mr. Williams also said the department's regionul-office employees were being trained to show culleges how they could help nilnarity students with out offering minority scholarships

An 'Eosy Way' to Help

Mr. Alexander's rules oflowed leges in offer special scholarship to attract a name diverse studed bndy, and Mr. Martin said that was on "eusy way" for most institu tions to help minority students.

Mr. Martin said he believed major reason that the reaction is the regulations had been less critical than the outpouring that greeted Mr. Williams's statements of a year ago was that the departm had axplained how colleges could help minority students.

Mr. Willioms said he too was "quite pleased" with the reaction, since his initial aim in discussing the issue of minority scholarship was to help institutions find way they could recruit minority sta dents without breaking the law-Asked if he felt vindicated that M Alexander's review had come to many of the same conclusions his original statements. Mr. Williams would not say.

"I haven't spent a lot of time thinking obout whether I'm a winner or loser in this " he said.

Mr. Williams also would not say what action the department would take against colleges that did not change their scholarship programs io four years, when the final reguli tions would be fully in place.

"We believe college presiden will do the right thing if they know exander was sending letters ex- whal it is," Mr. Williams said.

Head of Black Lobbying Group Irks Presidents With Racism Charge

Continued From Page Al approach," but he declined to name any black-college president who would publicly endorse the

'Deceptively Affoble'

The letter, o copy of which was obtained by The Chronicle, snys been concerned about "the persistence of racism at the American Council on Education under Bob Atwell's presidency." It also says that Mr. Atwell, "though deceptively affable and personable, is really a for of black colleges."

The letter cites as evidence the "lukewarm" position the American Council has taken on the Edueation Department's proposed regulations on minority scholarships. The letter says that, had NAFEO been involved in formulating the ACE response, the American Counoil would have been much more critical of the Education Depart-

The letter also says the exclusion of NAFEO is part of a pattern of n small group of cullege lobbyists making decisions without consulting others. The group, known us "the Six." consists of the presidents of the ACE, the American Avsociation of Community and Junior Colleges, the American Association of State Colleges und Universities, the Association of American Universities, the National Association of State Universities and Land-Grant Colleges, and the Nutional Association of Independent

Colleges and Universities.
"Bob Atwell is a functionary who either should represent add higher education equitably or should step aside," the letter says. "We have the clout to stop immedately these rump meetings of the self-appointed six."

The letter then propuses that NAFEO demand a stop to all meetings of the Six. If that does not take place, the letter says, the presideats of black colleges should cull for Mr. Atwell's resignation. If he does not comply, says the letter, they should organize a "muss with-

drawal" of black culleges from the

Mr. Myers suid in on interview that he would not formally proceed with his plus natil NAFEO's board discussed the issue, something that will prohubly not take pince until the organization's assual meeting in Murch

Some Express Surprise

Black-college presidents who re ceived the letter said they were surprised by its tone and substance Several noted that the current chuirman of the ACE board is a black-college president, Robert L. Albright of Johnson C. Smith University. Others noted that NAFEO had given Mr. Atwell an award in 1990 "for consistent and dedicated support" of NAFEO and black co

Franklyn G. Jenifer, president of Howard University, soid he would "absolutely not" coll for Mr. elationship with Bob Atwell has been extraordinarily good and positive," Mr. Jenifer suid.

He said Mr. Atwell plsu had been "unwavering" in his support for minurity schularships and programs to attract minority students

Summel DuBois Couk, the president of Dillard University, said he land watched Mr. Atwell's work clasely when Mr. Cook served on the are hourd and that his impres- is run. sinn of Mr. Atwell was "very fa-

Growing Dissutisfaction

Other black-college presidents who said they thought Mr. Atwell had been supportive of their institutions include Mr. Albright: Thumas W. Cale, Jr., of Clark Atlanta University; Frederick Hamphrles of Flurida A&M University; and several who said they did not want to be identified hecause they did not want to disagree publicly with Mr. Myers.

Several black-college ufficials said they thought the letter was irresponsible. They predicted that anger over the letter would lead tu more open discussion of growing

ther isolate the organization. "I think it's ill advised to be fostering division." he said.

Mr. Albright of Johnson C. Smith University said his institution had dropped its NAFEO mcmhership two venrs ago after he faund the organization's meetings to be "more and mare glitzy and less substantive.

dissatisfaction with the way NAFEO

Robert Atwell of the American Council on Education

Ha la "aaddanad and angared" by chargas of racism

He added that many of his colleagues ut black colleges thaught that NAPEO had been "not us active as we would have liked" in the neatiutions uver the renuthorization of the Higher Education Act.

One former black-college admin istnitar with cluse ties to the Bush Administration said that he saw "no evidence" that NAFEO had been influential in the discussions over the Higher Education Act and that Mr. Myers's letter would fur-

Another former black-college official said the letter was a response to pressure from within NAFEO for

the organization to improve. The official said that muny bluck-college officials now rely on the United Negro College Fund, nut NAF-FO. to represent their interestsparticularly since William H. Gray, III the former Democratic Whin in the House of Representatives, bene president of the UNCF.

"With Bill Gray's oscendancy. Sam Myers is grandstanding," the official said.

"People are raising questions about his stewardship, and this is an attempt for him to rally the

and its leadership and make some decisions. Until it does that, it s going to be limited in its impact. A Washington lobbyist who rep-

an issue." the black-college official

The president of one bluck col-

lege said that NAFEO needed to re-evaluate its mission. "Organiza-

tions go through natural evolu-

tions " he said "NAFFO is at n

point where it has to look at itself

resents some black colleges said NAFEO had rorely been aggressive in arguing with federal agencies because NAFEO seeks grants from the agencies to help black colleges win federal grants. "It's very difficult to be a strong advocate for black colleges when you are taking mouey from these agencies. If you take money, you compromise your constituency," the lobbyist sa

Some members of President Bush's udvisory bonrd on black colleges also have expressed concern that NAFEO does not proceely manage the federal grants, and have called for an inquiry into the

Mr. Myers denied that his letter had anything to do with pressure to chonge NAFEO and said his organization was doing a good job of representing blnck colleges and of manuging the federal money. "The letter is not a gimmick." he said.

He niso said he had had no choice but to take some action beeause ACE was "making policies that would be inimical to black cul-

A 'Legitimate Question'

While black-college officials-cylicized Mr. Myers's letter, several snid they didn't know much about the meetings of the Six and wunted to make sure those meetings were not hurting their institution

Said Mr. Humphrics of Florido A&M: "If issues that affect minorities in higher education and black colleges are being discussed. NAF-EO ought to be at the table."

The Washington lobbyist who represents black colleges said; "The lock of o real minority presence among the Six is a problem.

Mr. Atwell snid Mr. Myers's concern about the Six was a "legitimate question." Bluck colleges are well represented in the group, he said, because they are members of five of the associations in the Six, and black-college presidents

serve on those groups' boards. He said that meetings of the Six consisted of informal breokfasts every few weeks to coordinate activities, and that the organizations that participate do not necessarily end up taking the same position on

all isaues. As to expanding the Six, Mr. Atwell said: "The problem is that any expansion would not be from six to seven, but from six to 12 or 13, and at that point you have a all convention

Mr. Atwell asid black-college leaders were routinely consulted on a variety of issues. He nated that NAFEO and the UNCF are members of the Secretariat, a group of obout 40 colleges associations that

meet to discuss policy issues. Mr. Myers said membership in the Secretariat was not enough. It the Six is not the real policy-making body for higher-education iss bying, Mr. Myers asked, "then why does it need to meet at all?"

Stanford Official Says Costs Challenged by U.S. Audit Could Top \$200-Million dits in negotiating how much mon- the extrapolated figure for all the lion or more that it could not prove

By COLLEEN CORDES

WASHINGTON A Defense Department audit is expected to contend that Stanford University may hove overcharged the government by \$200-million or mare in the 1980's for the overhead costs of research.

Peter Van Etten, Stanford's chief financial officer, said lust week that he had not seen the audit, which the Defense Contract Audit Agency was conducting for the Office of Naval Research. He added that he believed the agency would use methods to which the university objects, resulting in \$200-million or more in questioned overhead costs.

Extrapolated Figurea

An one spokesman said he had no information, other than that his office would use the agency's au-

ey Stanford owes for past years for which overhead accounts have yet to be settled.

However, knowledgeable sources reported that the Defense Contract Audit Agency had finished its audit of the uctual costs of uverhead at Stanford for fiscal 1987 and 1988, 2 of the 11 years fo which the government's books are

The audit report will indicate that extrapolating those fladings over the entire period would more than support the earlier estimate by Stanford that \$200-million in overcharges could be documented, one of the sources added.

It was unclear whether the agency would continue auditing records for the other years or suggest that the naval-research office rely on

open years.

Much of the publicity about the

Stanford controversy has focused on embarrassing individual items, such as expensive bed sheets and depreciation on a yacht, for which Stanfard charged the government a part of the bill.

Many Special Arrangement

But mast of the money at issue in the Pentagon audit reportedly den'ves instead from calculating Stanford's costs in the open years by standard methods, not by the dozens of special agreements that the university had signed with the government ollowing it to use different

If the ouditors did follow that method, Mr. Van Etten said, he believed they would calculate that Stanford had been paid \$200-mil-

reason the figure is ao high, he added, la because many recorda that would be needed to document past costs under the standard methods do not exist.

As earlier report by the inspector General of the Office of the Chief of Naval Research concluded that the special agreements were in violatian of federal policies and regulations. The ONR, which is under the chief's office, cancele oll of those agreements in April. with the cancellation retroactively

effective to August 1990. ONR officials have said, however, that if they decided to nullify the agreements for prior years, the agency would allow universities to propose alternative methods for calculating payments for those



WASHINGTON UPDATE

- IRS cierifies limit on emount of bonds a college may issue
- Civil-rights office considers change in investigations policy
- Congress cute \$30-million from Pentagon'e research awards
- Perkine Loen default rates should be recalculated, raport seys
- Acadamy of Sciences ensured in overhead-cost controversy

■ U.S. egencles work on plen to help businesses use research

The Internal Revenue Service has ruled that a college need not count the bonds it issues to finance student loans toward the limit on the total amount of tax-exempt bonds it may issue.

The tas decision came in a "private letter ruling," which is not u binding precedent but usustly a good measure of the agency's thinking on a tax issue. The raling cuffic at the request of a college that the ms did not identify.

Under tax-reform legislation enacted in 1986, private colleges may issue only \$150-million in tax-exempt bonds. About 25 colleges ure now at that limit. The ras ruling stutes that Congress did not want the limit applied to student-loan bonds, but to the bonds that are

typically used to finance construction projects.

Mutthew Hamill, director of tax

solicy for the National Associution of Independent Colleges and Universities, said the ruling would help institutions that issue bonds for student loans or want to do so. But he said the major problem colleges have with the cap imposed in 1986-its humpering of the nbility of colleges to finance construction projects—still remained.

-SCOTT JASCIIIX

The Education Department's Office for Civil Rights is con-aldering a new policy under which it will close investigations of complaints in cases

where the people filing them have undertaken lawsuits on the same issue.

Under the policy, people could file a new complaint with the civilrights office if their lawsuits did not succeed. Department officials said such a policy would allow them to focus resources on cases that are not being examined clsewhere. Currently, the civil-rights office delays inquiries while a lawsuit is proceeding, but does not close the

For the last year, OCR investigators have been complaining of a high case lond because of an increasing number of complnints about offered discrimination in educotion programs. The bulk of the cases involve allegations of dis-crimination against the handicapped in elementary and second-

Civil-rights lawyers said they did not think the policy, if adopted, would have a major effect on many college cases, since ocn has been waiting for court actions to be completed before moving ahead with such cases. But in some cases, they said, the added pressure of an ocr inquiry has encouraged colleges to move more quickly in resolving

The controversy over the overhead costs of ocodemic reearch has led to a \$39-million reduction in what the Pentagon would otherwise have awarded

A Congressional report explaining the new military spending law stipulates that \$30-million less is provided for basic and opplied research at universities than would have been the case if the overhead

system had not been changed. The Pentagon will save that much from lower overhead bills from universities, the report stated. The savings, it added, will be the result of "revised auditing standards" for Defense Department awords to universities, under new federal limits on overhead pay-

It olso called for a tougher Defense Department stond in negotiating overhead rates for federallyfinoneed research.

The reduction could have been considerably higher.

The Senate's original version of the military-appropriationa bill called for spending \$78-million less for academic research than would hove been available otherwise.

-COLLEAN CORDER

Congress abould change the way it calculates default rates in the Perkina Student Loan proım to insure that colleges

get less money, a new report

'fhe Perkins program is administered on 3,200 campuses as a revolving fund that is replenished through repayments from horrowers and new contributions from the ing tickets for a van delivering ingovernment and colleges. The government provides \$9 for every \$1 teroffice mail, lapel rosettes and from a college. pins for new members, retirement The report, from the General Acgifts, printing costs for cards, first

counting Office, says a change is needed to insure that institutions feel the effects of a law that was supposed to climinate federal contributions to the Perkins programs for colleges with definit rates nhove 15 per cent and reduce them for institutions with rates above 7.5 per cent. The GAO says colleges have been reported as having unrealistically low default rates because the Education Department has not considered defaulted loans that colleges have handed over to the department in enleulating default rates for each institution.

Including the loans among a college's defaults would have saved the government \$26-million in 1988. That sum could have been redistributed to colleges with good default rates, the report suys.

The report also suggests that Congress consider extending to the Perkins programs some measures it has not into effect to decrease the cost of defaults in the Stafford Student Loan program. Those mensures include charging students a 5per-cent fee on every loun and re- lems that have been corrected, he quiring colleges to give promited refunds to borrowers who drup

Copies of the report, "Perkins Student Loans: Options That Could Make the Program More Financially Independent," are avail-shie free from the GAO, P.O. Box 6015, Guithersburg, Md. 20877; (202) 275-6241.

-THOMAS J. DELOUGHRY

The latest preatigious institution to draw Congressional interest in Improper overhead charges is the National Acodemy of Sciences.

The nendemy has refunded \$168,723 to the government for overhead charges that violated either federal guidelines or the acodemy's own policies on what ex- ond academia."

penses are appropriate to bill to the P. Push. a spokesman for the seed. cmy. Only part of the cost of the items in question was charged to the government The items include flowers, park-

class airfare, and a hotel apartment

in Washington for its vice-presi-

Mr. Push added that the improp

er charges had resulted from "in-

advertent" errors occasionali

A staff member of the investiga-

tions subcommittee of the Energy

und Cummerce Committee said

might call on the academy to testify

about its overhead charges at the

next hearing it sponsors on the

overhead issoe. That may occura

He added that the subcommittee

was ulso concerned about reports

from Congressional and Defer

Department-auditors that the sest-

emy has serious problems with its

system for accounting for federal

money and may be making money

on some of its reports that were

taken several steps to tighter ac-

counting procedures and improve

staff training. Other than the prob

said, its accounting system is

working well. He said the acade

my's con-profit press lost money

The Departments of Energy

and Commerce are working or

a program to help America

tage of federal research facili-

ties this year, including those

In prepared remarks for a recent

speech, Energy Secretary James

D. Watkins stated that federal off-

cirls would seek outside advice as

they define "what we hope will be

a mujor initiative in 1992 to reach

out' to U.S. industry and begin to

forge effective, new relationships

hetween government, industry.

Mr. Pitsh said the neademy had

supported by federal funds

early as this month

last month that the subcomm

made by academy employees.

dent, who lives elsewhere

Unwanted callers clogged telephonellnes to a United Negro Callege Fund telethon in Jacksonville, Fla., interfering with donstions.

(live

According to news reports, some callers made harassing racinl
marks to volunteers for the uncr, which raises money for 41 private, historically black colleges. Other callers just hung up.
One volunteer said the first five

or so calls she answered were hate-filled. Another said someone collect

According to an article in The Florida Times-Union, Janice Dupre unce's director of development in North Florida, said it was probabl an "organized effort" to hinder the telethon. Parts of the five-hour drive were broadcast on a local television station. "The first few segments, we ent no pledges because of the crank calls," she told the Times-Unian.
The Florida telethon, part of a

nal UNCF drive, mised about \$65,000—\$30,000 less than the goal

When Patrick Chang turned 18 last year, he gained control of a \$200,000 trust fund established by his parents. Rather than spend the money on a aports car or a vacation, the Stanford University junior decided to set up a scholarship fand for Chinese stadents and teachers in the birthplace of his grandparents the Bellun district of China's Ningbo City, on the East China

Interest from the fund will be used to provide about 600 awards annually to outstanding elementary and secondary students whom Mi Chang will select. The prizes will range from \$10, ident half a mouth salary for many people in Ningha Salary for many people in Pringina City, to \$200. The highest awards will go to outstanding disabled students who wish to go to college. Mr. Chang's interest in the

disabled is highly personal. He broke his acck diving into a swimming pool four years ago, an accident that left him la a wheelchair. That didn't stop him from finishing high school of 16 and enrolling at Stanford. He expects to graduate next year, with a

Says Mr. Chang: "Perhaps the children who win these awards will look at me as an example."

The Knight Foundation has surprised five more college presidents with checks for \$100,000.

A year ago the foundation initiated an annual grant program to recognize whot it calls "quality presidential leadership" at amall, private, liberal-arts amplies private, liberal-arts amplies serving special populations. The grants are initiated by the foundation, not by campus proposale.

The most recent recipients of the foundation's "Presidential foundation's "Presidential Leadership Grants" are the heads of Beaedict, Tougaloo, Warren Wilson, and Westmont Colleges, and the College of St. Catherine

Business & Philanthropy

New Debates Rage Over Symbols That Offend Many American Indians

Colleges try to appease not only their critics but also alumni who love the nicknames

seal was both historically inaccurate and

1797, resting one hand on the shoulder of

sn Indian while handing him a book, appar-

ently the Bible, with the other hand. The

Phil Young, an associate professor of art

and a Cherokee Indian. American Indians

rounding Otsego County do not wear

Among those who objected to the seal is

Indian is wearing only a loincloth.

or who founded Hartwick Seminary in

By PETER MONAGHAN

A spate of controversies has focused at tention on colleges' use of symbols and nicknames that many American Indians find offensive.

Hartwick College, Eastern Michigan University, and the University of Illinois ure among the institutions that have recently been embroiled in debate over their use of Indion symbols, nicknames, and moscots. Many American Indians maintain that such use is factually incorrect and

In dealing with the complaints, colleges and universities have had to trend carefully to appease not only their critics but also alumni who love the words and symbols. At several institutions, nlunini and other supporters have threatened to withhold donutions if nicknames and other symbols were changed.

The problem is not new. Some 20 years ago, Dartmouth College and Stanford University agreed, after contentious and widely publicized debate with their critics, to replace the sports nickname they both used-"Indians"-with "Green Wave" and "Cardinals," respectively.

Those changes took place in a period of ingraised milituney by American Indian activists. More recently, the World Series clevated the issue once more to ane of antional interest.

During the husehull season, the playoffs, and the series, fans of the Atlanta Hraves chanted war cries and made a gesture, dubbed the "Tomuhawk chop," that muny American Indians considered offensive. 'The Tomahawk chop apparently originuted at Florida State University, where finns use it to cheer on the university's sports teams, the Seminoles. The nickname and the gesture, dubbed the "war chant" on the campus, have not sparked controversy and have received the support of the Seminale tribe of Florids, a university official says.

Fight Over Hartwick College's Seal

Following the series, Russell Means, a long-time netivist for American Indian rights, told delegates to the annual conference of the National Indian Education Conference that an American Indian Anti-Defamation League office would soon open in Denver, and that he snd other activists were studying the feasibility of suing sports organizations that made belittling use of Indian words and symbols, or csncatures of them.

demeaning to American Indians. It depiets John Christian Hartwick, the Lutheran At colleges most of the controversies, but not all, involve sports nicknames and mascots. Hartwick College, for example, is working to resolve a dispute over what people said were inaccuracies in its seal. In October the college agreed to requests from faculty members and students that it find a new seal. Hartwick is also consider ing replacing its sports mascot, an Indian Critics had objected that the college's

The main objection of Phi Young (shove) to the seal of Hartwick Collega (left)

> oincloths, and the seminary was not estabished to train or educate Indians. Mr. Young points out.

However, Mr. Young adds: "My mnin objection had nothing to do with its histoncal inaccuracy: it had to do with a demeaning stereotype-about what was being said the seal about Native American peo-

a demeaning stareotypa"

of American Indians

The seal's iconography is rooted in Vesterners' earliest, and often unflattering, depictions of American Indians, Mr. Young says. The seal features, for example, a worldly, clothed Westerner resting his hand paternolistically on the shoulder of the unelothed, atereotypically muscular, noble savage.

The seal dates from 1929, when Hartwick College was founded as an institution separate from Hartwick Seminary. Continued on Following Page



advertising space.

Coming February 19

A SPECIAL

PULL-OUT SUPPLEMENT

Events in Academe

Spring-Summer 1992

You'll want to save this extraordinarily useful compendium of

meetings, conferences, seminars, and other noteworthy events

in higher education this coming fall and winter. It will feature

listings by subject, sponsoring organizations, and dates, with

names, addresses, and phone numbers of the people to call upon

for detailed information and application forms.

To call extra attention to the events you sponsor, you're invited to insert an advertisement in this special section of The Chronicle. Deadline for space reservations and materials: Friday, January 31. Phone our Display Advertising Department today: (202) 466-1080; aak for Lauren Coffman.

Listings in the reference columns of this special supplement are free, but publication of meeting amountements is at the discretion of the editors.

The Chronicle of Higher Education 1255 Twenty-Third Street, N.W., Washington, D.C. 20037

WASHINGTON ALMANAC In Federal Agencies

In Federal Agencies

America 2000, "The Department of Estingtion has issued find rates hat sell finish
the sistems for that hat department's
official insignis for the America 2000 protone that the sistem of the America 2000 protone that the sistem of the America 2000 protone that the sistem of the America 2000 promoders to Desen 6, 3588-9).

Education manufa. The Department of the America 2000 protone of the Park of States of the America 2000 protone of the America 2000 pro
Tages 6, 649-53, 2000 pro
Tages 6, 649-55, 2000 pro
Tages

Congressional Hearings

Since changes frequently occur with li-tle advance water, it is advisable to the deck with committees on or near the

HOUSE OF REPRESENTATIVES

axes, January 28, 29, Hearings on mak permanent a numue. ... breaks, including dedu

Washington People

Robert E. Alaxansier, chancellor of the University of South Cerolina at Alize, has been appointed by Education Secrety Lamar Alexander to the Advisory Cosmiltee on Student Financiel Assistance. Gov. Even Bayh, a Democrat from Indians, has been appointed by Secretary Alexander to the National Association for the National Association of the National Association of the National Association of the National Association Government

ing Board.
Gov. Michael N. Castin, a Republican from

than 75 former students withdres

from the alumni association, wid

has 1,200 dues-paying members

An organization was formed b

press for reinstatement of "the

rous," and its officers claimed to

the decision was costing the m

versity dearly in conceled don-

tions. University officials, hoses-

er, blumed the recession for the

Just how much fund raising is at

feeted by a change in a collegen

seul or nickname remains under

Officials at institutions where co-

danger of a falloff muy be slim.

troversies have occurred say the

The University of Mississippi did not drop an Indian nicknan-

rather, it asked that Confederate

events, and it banned the sale of

Rebel flugs and likenesses at un-

versity facilities. That around

of fairs, who threatened to with

denations.

the indignation of many Mississip

But Ed Meek, the university's

director of public relations, says that when he checked the names of

the writers of all signed lette

against the university's fund-nis-

ing records, he discovered that

"not one of them had given mor

than \$10, ever, to the university

and only a few had given anything

at all." Development officers #

other institutions report similar

In some cases, the use of syn-

buls deemed offensive in one se-

ting has been supported in another.

Miami University of Ohio has lost

used the nickname "Rodskins,"

the same name as Washington'

is the frequent target of criticism

Yet the general conneil of the

from American Indian groups.

which Miami University was

vered and honored name." The

resolution stated: "We of Mismi

blood are proud to have the man

Redskins earned with honor" by

International

Environmental

Studies

Zealand expects to receive Gordanzeros approval to nun a Bachelor's Depter Programme in International Environmental Studies commencing in 1922.

If you are interested in studying in accurry hazled for environmental auctivities, and you hazled for environmental auctivities.

vish in pursoe e comprehensive grog of classroom instruction, taboratory se

and field tros that take full arhymiace of

International Pacific College

Two Annebel Lane. Soils 12. San Ramon. CA 9468

Tealand expects to receive 60

Miami University athletes.

Rebel flags not be waved at me

Impact on Fund Raising?

■ Shaw U.: \$10-million gift from an alumnus

■ Wheeling Jesuit College: \$6-million gift

The AT&T Foundation will give \$3.7-millioo to the United Negro College Fund to help aupport libraries at its member eges and universities. The gift is the largest single grant ever awarded by the founds-

The grant will help libraries at 41 private historically black institutions hav new books and research materials. It will also enable the institutiuns to make physical improvements in their libraries

About \$50,000 of the grant has been set aside tu ereate a "Presi-dent's Initiative Fund." It will supρ€4 projects initiated by the fund's president, William H. Grav. 111.

The foundation's grant brings to \$114-million the total amount of

Methemetice. To monitur Ford Founda-tion-supported urban mathematics eol-loburatives and to prepare a final repuri: 5285,000 to U. uf Wiscunsin System.

Minnesota. Public policy. Por u Center un Public Policy

to explore cateer options at Utah's 11 colleges and

universides. Meer with school representatives about

mployment opportunities

In Urah, education is yalded

unsurpassed and the state

has been spared from many

issues facing major metro

Laser Pointer

for your presentations

The most advanced pen sized

and learn about environ-

ments & communities.

outdoor recreation is

AN APPRIMATIVE ACTION JOB FAIR

FOR UTAH'S HIGHER EDUCATION INSTITUTIONS

FEBRUARY 6, 7, & 8, 1992 • PARK CITY, UTAH

Ideal For:

•Realtors

Executives

Contractors

Professors

Doctors

FORO FOUNDATION

320 Eest 43rd Street New York 10017

pledges and gifts in the UNCF's "Campaign 2000: An Investment in America's Future." Announced last year, the campaign seeks to raise \$250-million over the next several years. -- JULIE L. NICKLIN

A Shaw University alumnus plans to give \$10-million in unrestricted funds to his alms ma-

Willie E. Gory, who graduated from Shaw in 1971, has announced he will give about \$200,000 each year for about 50 years. Mr. Gary, a lawver in Stuart Fla is chair. man of Shnw's Board of Trustees.

Mr. Gary said the "administra-tive strength" of the university prompted the gift. Since Talbert O.

Analysis and research on the proposed Nurth American Free Trade Area: \$200,

Nurth American Free Timde Area: \$100,
00 over two years to Autonomus Tech000 over two years to Autonomus Techout publis service: \$150,000 over two
years to State U. of New York at Albany.
Ratel areas. For a reglunal setwork of
tech wurking on stote and local politice
ten wurking on stote and local politice
ten wurking on stote and local politice
ten surface and the state of the state of the state of
that affect rate developments: \$150,000 to
U. of Teams at Auslin.

and liveryeach the care.

As you explore higher education cores-opplicing ductyes Park City Pack City, affect world least willing the restourant, unique shopping and a breathinking patrocking.

Brian Stecklein, 801-626. 7218. Accordangesion

Incredible Price

·Renge to 55 yds.

•Two AAA Batteries

• 5 1/2"long,7/16"dia.

FREE CALL

800-854-6686

Shaw became president four years ago, the university has been on the Debates Flare Over Symbols financial rebound, Mr. Gary said. That Offend American Indians Under Mr. Shaw's leadership, the university's debt has been re-Continued From Preveding Page Now, Hartwick College may revert duced. The endowment has increased nearly ten-fold, and enrollto the original sent of the sentinary, which closed in 1948, says Michael ment has increased.

President Shaw said the university would use the gift to, among other things, increase its \$4.5-milion endowment.

Wheeling Jeauit College has received an unrestricted gift of \$6-million, the college's largest

The donation is from Alma McDonough, whose late husband. Bernard, was a charter member of the college's president council when the institution was established in 1954. The donation will be credited to the college's \$22-milraised more than \$14-million so far A new health and recrention center will be named for the donor.

LILLY ENCOWMENT 2501 North Meddlen Street

Seminary (Ind.), Minorities. For programs for minority-aroup sindents: up to \$150,000 each to Anilock U., Aquinas College, Bradley U., Hiram College, Lawrence U., Lewis U., Ohio Duminican College, 3. Am-brose U., St. Norbert College, and Xavi-er U. (Ohio.)

er C. (Onio). Blephen Foster. For support of the univer-sity's Stephen Foster Collection: \$600,-000 to U. of Pittsburgh.

The Citadel. For a new alumni center: \$500,000 from John Monroe Johnson Hol-

-For the museom of art and archaeology: \$4.5-million from Michael and Thalle

Gifts & Bequests

-I IZ McMILLEN

PRIVATE SUPPORT FOR HIGHER EDUCATION

training and research in the social sciences \$125,000 to flar allian Association of Post-Graduate Research and Training Programs in the Social Sciences. For dissertation fellowships far graduate students engaged in field work uverseas: \$500,000 over four years, to Social Science Research Couzeli, and the science research Couzeli, and the science fellowship for programs to encourage undertains. The programs to encourage undertains, the programs to encourage up of the science of the Over the years, several colleges and universities have changed the names of teums and masents. Phose institutions include the Uniersity of Oklahoma, which stopped using its "Little Red" mascot in 1970; Syracuse Universily, which dropped the use of its professors: \$2.7-milliun divided among 16 institutions. Unben studies. To develop a strategy for addressine international orban development, and to identify emergine polley and research themes: \$211,000 to U. uf Tomascot, the "Saltine Worrior" in 1978; and Siena Callege, which dropped its "Indians" nickname

name is "Indians."

MacDowell, the college's vice-

president for external affairs. The

seminary's seal has no Indian fig-

ures and depicts the Sower from

biblienl parables, which has both

So far, college officials say, the

While Hartwick is one of the few

controversy appears not to be

colleges to have official seuls that

depict American Indians, many in-

stitutions still use Indian nick-

names for their sports teams; at

Saint John's University (N.Y.), the

nickname is the "Redmen" tal-

though the university dropped its

Indian mascot and logo), and at

buth McMurray College and Ar-

Several Have Made Changes

kansas State University, the nick-

Old and New Testament roots.

threatening alumni donations.

and mascot for "the Saints." ronto. Voman, For research un wumen's access to science careers; \$102,531 to Harvard Other institutions cling to tradition. In 1989, Central Michigan University undertook a three-year U.

Fur meetings of notional organizations of women who are public officials: \$100,000 over two years to Rutgers U. trial to see if the "Chippewas" nickname could be used in inoffensive ways. The university climinat-Colon Manifolder Street

2011 New heading Street

2021 New heading Street

Indiampolis 42008

Indiampolis 42 ed visual symbols, such as a profile of an Indian and a spear and feather

through the letter C. Elsewhere, the University of Illi- professional foutball team, which nuis Board of Trustees voted in 1990 to continue the use of Chief Illiniwek, a masent played since 1926 by a student dressed in an- Minmi Tribe of Oklahoma, for thentie Sioux Indian clothing. American Indian students had ob-jected to the museot, which is named, recently adopted a resolu-tion hailing "Redskins" us "a re-American Indian students had obnamed for the confederation of Algonquin tribes that used to live

around Champaign, Ill. In 1989 and 1990 federal and state politicians entered the dispute. The Illinois House voted to urge the university to retain the aymbol. The university's chancelior, Morton W. Weir, asked fans to stop wearing pseudo-Indian clothing and war paint, and asked that appropriate representations of Indian subjects be removed from university-related merchandise.

liday. bemeit University. For the aradoate school of usnayement: \$2-million from Samuel Curtls Johoson. Curtls Johoson. amony University. For research on the Middle East, for the Curter Center, and for unrestricted purposes: \$3-millium from Arthur Claim. Controveray Over 'Hurons'

The dispute continued to simmer \$4.5-million from Michael and Theilia
\$4.5-million from Michael and Theilia
\$7.5-million from Schemitte Companition and for a professionship in chemistry.
\$3.5-million from Cherry Emersion.
\$3.5-million from Cherry Emersion.
\$4.5-million from Cherry Emersion.
\$4.5-million from Chemistry of Schemister
\$4.5-million from Chemistry of Schemister
\$4.5-million from Michael campaigness
\$4.5-million from the assist of
\$4.5-million from the satter of
\$4.5-million from the
\$4.5-million from t asi year, and in October university officials called for fewer, more dignified appearances of the maacot Many alumni protested, but university officials responded that they were simply strengthening the role originally intended for Chief Illiniwek-to serve as an honorable tradition rather than as a conventional masent

At Eastern Michigan University, controversy continues over a decision to replace the nickname "Hurons" with "Eagles." The name had been used for 62 years.

Note

Beloit College plans to offer a course next semester to examin 'political correctness" and other controversial topies in

rendeme. The course will include discussion of such topics us multiculturalism and the curriculum, feminism and traditional scholarship, affirmative action in admissions and biring, and campus speech codes that ban racist and wiet stars. It will be raught by Gary Cook, chairman of the college's department of philosophy and

"I'm going to try to remain as impartial as I can be on these issues," Mr. Cook says, "I believe that one of the functions of philosophy is to examine significant social questions in society. We need to try to get beyond some of the hot oir surrounding these issues and he nore analytical."

The course will include readings from scholarly journals and books.

Four Maine hospitals have offered to provide clinical supervision for 68 nursing students whom the University of Southern Maine had planued to cut from its nursing program because of a reduction in state

The budget cut left the university with fewer faculty members than it needed to supervise all of the students it had enrolled.

Before the hospitals offered to help, the university used a random lottery system to cut the 68 students from the sophomore class of 138. The students were informed by letter that the institution did not have the esources or room for them.

But when local hospital officials learned of the cuts, they offered to provide additional stuff members to ork with students doing clinical work at the hospitals. In the past, the university has provided

"It's reassuring and gratifying to see how the health-cure communit with the nainful conseq of this problem," said Richard L. Pattenaude, president of the

A Kuwalti prince who graduated from the University of Wisconsin-Parkside la offering two scholarships for Kenosha, Wis, residents who served in the Persian Gulf war.

Sabah Al-Sabah, who is now a diplomat with Kuwalt's Ministry of Foreign Affairs, said he had offered the true and in the same at the same the two acholarships, worth \$1,000 each, to thank local residents who

fought in the war.
"I will never forget the love I got from the Kenosha community during my uw-Parkside years," he

Applicants for the scholarships— which are named for Sheikh Abdullah Al-Sabsh, Mr. Al-Sabah's father-must attend college full time and maintain a 3.0 grade-

Students



Christopher Feany: "Mr. Seger is there to provoke thought, prod us to think things through, or help us



school do you gat a chanca lika thia to shars opinions, dabate Isaues, and reelly



Marc Ackarman: "You have the notice that you're setting a pracadent and that what you decide will affect

Students at NYU Law School Are Way Ahead of U.S. Supreme Court as They Render Opinions in Major Cases Months Before Justices Do

When the Supreme Cuurt heard argu ments in a landmark college-desegregation cuse in November, written opinions un the matter were already circulating-among students at New York University's law

Students eurolled here in a seminar on the Supreme Court had already debated the issues of the case, taken a straw vote, and written the first drufts of their upinions. The week after the hearings at the real Court, the students confirmed their votes and made their opinions final.

'Yuu're Setting u Precedent'

The appeals court, they said unanimously, was wrong in ruling that the State of Mississippi had met its legal obligation to desegregate its public colleges by dropping n law that prohibited blacks from attending certain institutions. The appeals-court rul ing, the students said, should be reversed and the case remanded to the lower court.



Lawrence Sager, who teaches the seminar: "I normally tend to be a didactic. padagogical tsachar. But here I tend to be nassive, a kind of auditor of the process.

(A decision from the real justices-which is expected to define the obligations of states to end past discrimination against black students and historically black colleges-is due hy summer.)

You have the notion that you're setting a precedent and that what you decide will uffect what happens in the real world," says Mare. Ackerman, who like all of the others in the course is a third-year law student. "At the same time we can be flexible and creative with our decisions."

Split into three "courts" of eight "itstices" each, Mr. Ackerman and his classmates considered nine cases last semester that are before the Supreme Court this term. The students decided, and drafted opinions on, such high-profile cases as the desegregation case. United States v. Mabus; Ayers v. Mabus. Other cases on their docket included R.A.V. v. St. Paid, Minnesota, which concerns the constitutionality of hate-crime ordinances; and Bray v. Alexandria Women's Clinic, which que >

Conthued on Following Page

U.S. Says Fall Enrollments Rose 3.2%, Topping 14 Million for First Time As it has in the past several years, the

Total college enrollment topped 14 million in fall 1991 for the first time ever, rising 3.2 per cent to 14,157,000, the U.S. Department of Education reported last week.

mates at all 3,550 U.S. higher-education

institutions. A final enrollment count will

be released later this year.

The increase was largely fueled by "significant" growth at public two-year colleges, where enrollments climbed 8 per eent, to 5,334,000, occording to the department's report of its "Early Estimates" survey of higher-education statistics. At both public and private four-year colleges, enrollment grew by less than I per cent over

the year, totaling 5,840,000 at public institutions and 2,680,000 at private ones. The figures were based on a telephone survey of 665 colleges and universities and were weighted to provide enrollment esti-

enrollment of women outpaced that of men. From 1990 to 1991, the number of female students rose 3.7 per cent. to 7,752,000, while the number of male students rose 2.6 per cent, to 6,405,000. The ranks of full-time students increased 3.2 per cont over the year, to 8,031,000,

and the number of part-timers rose 3.3 per cent, to 6,126,000. The tally of undergradustes increased 3.7 per cent, to 12,306,000, while the count of graduate students remained steady at 1,851,000.

Survey of 15 States

The American Council on Education has also released the results of a survey of enrollment for fall 1991. Like the Education Department survey, the ACE study found that enrollment growth was highest at twovesr institutions.

rollment in 15 states: Arizona, Colorado, Connecticut, Illinois, Louisiana, Maryland, Minnesota, Missoun. New Jersey New York, Ohio, Pennsylvania, Tennes, ace, Texas, and Virginia, It found that total enrollment of students had increased last fall in all but Connecticut, Minnesota, and New York.

More than 40 per cent of the students who attend college in the United States are enrolled at institutions in the 15 states the council surveyed, and ACE officials said the findings could be taken as an indicator of national trends.

In the 12 states that reported a rise in total enrollment, increases ranged from 1 to 4 per eent at public institutions and from 1 to 2 per cent at private institutions, ex-24 cept in Colorado, Louisiana, and Arizona, Continued on Following Page

NYU Law Students Get Way Ahead of Supreme Court's Opinions

Continued From Preceding Page vant case work. They then meet in tions whether protests at abortion conference—similar to the real clinics violote the civil rights of po-

"Any sense that dealing with these cases is simply an academic exercise is thrown out of the winlow when the students begin to get involved," soys Lawrence Sager, an Nyu law professor who teaches the seminar. "They do e tremendous amount of work, and it becomes so important for them to swey their colleogues and write defensible opinions.

The seminar, which Mr. Seger created twu years ago with snother law professor, Burt Neuborne, is one of a handful of law-school courses around the country that examine eases that are currently desore the Supreme Court, Mr. Sager says. His course muy be unique, however, hecause students study the cases from a judge's pertive only-not as advocates for one side ur the nther—and they work in smull, independent groups rather than listening to traditional lectures, he anve.

"I normally tend to be a didactic, pedagogical teacher," he says. But here I tend to be passive, a kind of ouditor of the process."

For the course, Mr. Sager selects ceses he believes will be most interesting and technically challenging for his studenta. The professor and a research assistant conthe lawyers who are preporing the actual cases for argument ond request copies of all briefs and documents submitted to the Supreme Court. Students prepare by reading the court material and other rele- all 24 members-every several

Have a question about

☐ Enter a new aubscription (49 iasues—one year)

\$67.50, payment enclosed Bill me

Mail to: Subscription Department, The Chrontele of Higher Education P.O. Box 1955, Marion, Ohio 43305

Or call: 1-800-347-6969

Please allow four weeks for your order or adjustment to be processed.

Renew a aubscription (49 issues—one year)

Please check the appropriate box(es) below and attach label to:

your subscription?

☐ Change a delivery address

☐ Charge VISA # _

Charge MasterCard #

Expiration date _

Institution

Street address or box number

☐ Charge American Express # __

Report a subacription problem

conference—similar to the real Court—and, led by a student acting as Chief Justice, discuss the case.

"Nowhere else in Isw school do you get a chance like this to share nns, debste issues, and really learn from other students," says i student, Beth Turetsky. "We've all gone through the lectures and the seminar groups where you might have a chance to say something every once in a while. But this is different-it's dynamic, and everyone is making a solid contri-

'You Learn What's Persuasive'

Ms. Turetsky says that she mov want to be e judge someday, but that the class will help her be a better lawyer in the meantime.

"By pretending to be nn the other side of the bench, you lenrn what's persuasive and what's not," she aays, "As an advucate, you have to knuw how to make the best und must persuasive argumeut.

on each case, the students take a strow vote and then decide who will write the opinion. Each student is expected to write at least three opinions during the semester Eoch meets with Mr. Sager individually while working on a draft

principal opinions are discussed and edited, and the votes of the student justices are niode finsl. Additional concurring and dissenting briefs may also be submitted.

The class meets en banc-with

and dynamics of the three "courts" are cumpared and dis-cussed. Mr. Sager usually lectures briefly about the constitutional issues raised by the cuses, and calls on students who wrote ppinions to defend their nrguments.

weeks, where the oninions, votes

On this day, the full closs is discussing muterial from the Mississippi deaegregation cose. The three courts agree that the appeals-cour decision relieving Mississippi o further requirements to desegreguie should he reversed. But they disagree on the standard for testing ing policies are discriminatory and on whether the policies lead to seeregation. They also differ on how to define the court's use of the term vestiges of discrimination."

The discussion is lively, and students soon give up raising their hands to be called on and begin oddressing each uther in turn as if they are meeting in a conference naneled clossroom decorated with the memorabilia of a fornier federal-court judge who graduoted from NYU's law school, Mr. Sager takes notes and injects comments or experience." At the end of the first conference questions when conversation

> "Mr. Suger is there to provoke thought, prod us to think things

'Supreme Court Seminar': a course at New York University School of Law

oription: Tha cless is for inird-yeor law etudents who have teles a least a basic course in constitutional lew. Students break into small groups, or "courts," to axamina and adjudicate nine cases that an pending before the U.S. Supreme Court. The purpose of the cou penoing patters that u.s. cupreme under the proposal or his course, says its instructor, Lawrance Sager, is to prompt attudies to the says its instructor, and instruction problems from the passets of e judge and with the sense of e judge'e obligation to justify des

Formet: The cleas meets once a week for two hours. It is divided in trie "course injects office a week to two hours. It is unused the triee "course" of eight or nine student justices. Helf of the meeting are an banc, and half ara in conference with the individual court. Drafts of opinions to be discussed are circuinted each week several

pliremants and Greding: Each etudent is required to write at less three substantial opinione and at least one additional brist spinion Gradea are based on the opinions and the atudents' class particip tion, aspecially in the conference seasions

Reeding List: Students reed ell the documenta submitted to the Sp preme Court for each case. They also are expected to read relate materiel when necessery.

pnsse," snys Christopher Feeny. "But he really leaves it up to us to work through the issues and that is what we learn from most in this

Annud Agueshwar, who wrote un opining for his student court on questions." he says. "I felt li a case about the constitutionality of allowing religious prayer at a through, or help us get over an im- public-schuol graduation ceremo-

ny, traveled to Washington to liten to the Supreme Court's he

"It was incredible that so ma of the issues we discussed in an conference came up in the just standing up and saving cometh or asking them if they needed an

U.S. Says Fall Enrollments Rose 3.2%, Topping 14 Million

Continued From Preceding Page which had private-college enrollment increases of 4.5, 9, and 36 per cent, respectively. College officials in Arizono sttributed the large increase to a jump at the University of Phoenix, o proprietury institution that had expanded its adultlearning programs and added de-

grees in business and nursing.
College administrators said that while freshman enrollment wns down at mony four-year institutions because of large tuition increases and a declining number of high-school graduates, overall en-rollment was up because of an influx of adult atudents who were walting out the recession in college

The ACE survey found that the number of students attending junior and community colleges had in-creosed in 13 of the states surveyed. Most of the increoses averaged less than 5 per cent, but Minnesoto, New Jersey, Missouri ond Maryland all reported gains of more than 5 per cent, while Louisisna reported a rise of 21 per

Bigger Pool of Students

Carol Coltharp, assistant commissioner for public relations at the Louisiane Board of Regents, attributed the lorge increose to o bigger pool of collège-age and older students, better recruitment efforts, and the poor state of Louisi-

Of the three states in the ACE survey that saw declines in total en-rollment, Connecticul reported a 1.7-per-cent drop in four-year enrollment and a 3-per-cent-drop in two-year enrollment. Minnesota asw a 3.7-per-cent drop in fouryear enrollment and New York re-

DOTES

ported a 1.8-per-cent drop in four- 300, 555 New Jersey Avenue

Copies of the 15-page Education Deportment report, "Nutional Higher Education Statistics: Pull 1991," are available free of charge from the Office of Educational Research and Improvement, Education Information Branch, Rouni

N.W., Washington 20208-564;

available free from the America Council on Education, One De pont Circle, Washington 2006; f202) 939-9365, —susan noos AND JEAN EVANGELAS

What They're Reading on College Campuses

2. You Just Den't Understand, by Deborah Tennen 3. Unnatural Selections, by Gary Larson 4. The Pieins of Passage, by Jean M. Augi 5. Needful Things, by Stephen King 5. The Seven Habits of Highly Effective People, by Stephen R. Covey

7. Possession, by A. S. Byett 8. Scarlett, by Alexandra Ripley

9. Four Past Midnight, by Stephen King

10. The Education of Little Tree, by Forrest Certer

The Chronicin's list of best-setting thooks - was consider from information supplied year consider from information supplied by allows serving the following complexes: a consideration of the conside

U., Stonford U., State U. of New York a Bufflio, Tulane U., L., of California et Be Diego, U., of Haveld, U., of Ullion a Urbane-Champaign, U. of Lows, U. of Melne, U. of Missour et Courties, By Nobrasika at Lincoln, U. of New Conflict U. of Nother Derre, U., or Personnia, U. of Nother Derre, U., or Personnia, Visconia, V. of New Conflict Austin, U. of Wisconsin at Madison; U. of Wisconsin at Missacker.

The number of black head The number of black read conches of the country's big-time football pregrams has been cut in half: from two to one.

At the start of the 1991 season. two of the 105 Division I-A fuothall teams were headed by black men: Northwestern University, coached by Francis Peay, and Stanford University, led by Denois Green.

Mr. Peay was one of 11 Division I-A coaches who have either left or lost their jobs thua far in the annual postsesson purge. None of the successors chosen so far is black, a circumstance that means the sercentage of black head coachesin a sport in which almost 40 per eent of the players are black-sinks even lower. Nine of the 11 vacant headcoaching positions had been filled as of late last week.

An eye-popping financial offer by the Blockbuster Bowl to two conferences has threatened a carefully orchestrated effort to create on alliance between the top football bowl games and the country's big-time fuutball puwers Representatives of four bowl

ames, six conferences, and the University of Notre Dame reached tentative agreement lust full on an much more likely that a convensu national football champion would be conwood each year

Final agreement on the deal has been held up partially by attempts tu remers-up in the four lengues

It has also been complicated by an offer by the Blockbuster Buwl. alliance, to pay \$4.3-million n team to the champions of the Atlantic Coast and Big First Conferences If they would meet in the Blockbuster.

The presidents of the Ivy Lague colleges how oved to let league colleges how oved to let freshmen play varialty football— and also agreed to allow variity football teams to conduct practice in the apriog. The decision to let freshmen play, and to drop freshmen football becaming in 101, 102, 103, 104

beginning in 1993, was first announced in June. Although the lvies have allowed freshmen to play all other varsity aports except erew since 1973, the decision to let them play football was seen by some critics as a retreat from hallowed

lvy policy. The Council of Ivy Group The Council of Ivy Group Prasideots cited financial and admissions reasons for the change. The cost of operating separate freshman teams had grown rapidly. And the smaller Ivies, such as Brown and Columbia Universities, wanted to cut the number of eduction state. to cut the number of odmission slots set aside for fontball players in each class, to allow them to admit more

The lyy colleges have agreed to cut the number of admission slots in each class to 35 from 50; to begin a 12-day spring practice beginning next April; and to allow freshmen to play varsity football in 1993.

Athletics

New President Hired as More Allegations Surface at Auburn

Trustees end their formal control of sports-program appointments

By DOUGLAS LEDERMAN As domaging new revelations were aired obout possible wrongdoing in Auburn University's football program, the institu-

tion's trustees hired a new president and vowed to give him more control over the sports program.

Moments before the Board of Trustees voted unanimously to offer Auburn's top post to William V. Muse, president of the University of Akron, they agreed to reverse e 1989 policy that formslly gave the board final say over the hiring of the university's athletics director and its football. men's basketball, and baseball coaches.

Complaints From Faculty Members

The 1989 policy had been controversial becouse some fuculty members and other critics believed that Auburn would have difficulty attracting a top-notch new president if he or she was not given full author ity over othletics | The Chronicle, November 20). They olso complsined that the policy was a particularly egregious example of the board's persistent interference in the doy-to-day odministration of Auburn.

Mr. Muse suid the change was necessory tn put Anborn in line with calls for reform in college sports, including the recommendations of the Knight Commission on Intercollegiate Athletics.

"I think the recommendations of the cummission very clearly advocate and assert that the president should have full responsibility and authority over athletics as he should for all other operations of the university," suid Mr. Muse, "I am pleased that was un issue that was addressed by the hourd here tndny."

Mr. Muse, who will succeed President Jumes E. Martin in March, was immediately forced to contend with the sthletics problems at Auburn, efter the cas television program "60 Minutes" sired tope recordings suggesting that Pat Dye, the football coach and sthletics director, had helped a football player get a losn from a hank owned by an Auburn trustee.

On the recordings, the former player, Eric Ramsey, also is heard telling Mr. Dye Continued on Following Poge



William V. Muse, Auburn's new president: The tape "sounded pretty inconclusive to me. I think we have to simply allow the investigation to be completed."



Pat Dye, the footbell coech and athletica director: A former player is heard telling Mr. Due on the tanes that he had received



Eric Ramsey: The formar pleyer told "60 Minutes" that Mr. Dye had told him to see owned by a powerful Auburn trusten.

Easy Passage Expected for Proposals to Raise NCAA's Academic Standards

Unless on emotional wave of opposition emerges at the last minute, proposals to raise academic atandards for sthictes appear to be handed for relatively easy psssage at the National Collegiate Athletic Associotion's 86th annual convention this

Some groups already have opposed the academic package proposed by the NCAA's presidents commission. The Big East Conference continues to object to the NCAA's continued use of stondardized-test scorea as en absolute cut-off de-

Georgetown University's athletics director, Frank Rienzo, has been waging a

one-man campaign to get the presidents' panel to admit that it bowed to political concerns when it proposed the continued use of the test scores as an absolute cut-off for eligibility. He also complains that the presidents are stifling debate by pressuring the Big East to withdraw from the convention's agends a resolution that would require appnsors of all future academic legislation to provide the research data upon which the legislation is based.

Presidents Lobby Aggresalvely

The National Associotion of Academic Advisora for Athletes, meanwhile, has announced its opposition to several of the academic proposals, conteading that they move too far too fast.

As It did last year, the presidents' com-mission has lobbied aggressively for its proposals, with its own members and two consultants pressing college presidenta to stlend the meeting and back the commission's proposals.

Officials of o number of leading highereducation groups have weighed in with their support, urging college presidents to vote for the presidents' package. The American Association of Collegiate Regiatrars and Admissions Officers, American College Testing, the College Board, and



NCAA Poised to Lift Academic Standards for College Sports

Continued From Preceding Page the National Association of College Admission Counselors issued a joint statement calling on presidents to back the reform measures.

"We support and endorse the 1992 NCAA convention proposals sponsored by the NCAA presidents' commission that seek to strengthen endemic standards and implement the recommendations of the Knight Commission, particularly ns they relate to the admission and retention of student athletes." said the statement from the four groups.

The leaders of the presidents' commission are cautiously optimistic that their proposalswould raise the minimum require ments for athletes to become eligible as freshmen and remnin eligible in subsequent years-will win passage. Some of them admit to being surprised that so little opposition has been expressed publicly, and s few fear they could be surprised on the convention floor.

But survey results released by the NCAA suggested that the academic proposals were beaded for victory. All of the peacl's propoaals were favored by at least 60 per cent of Division I chiefs surveyed.

Change From Earlier Debates

The relative lack of opposition is n marked change from the last two wimes the NCAA's Division I members made major changes in academic standards. When they established Proposition 48 in 1983, and when they amended it in 1989, op-

position was atrong.

During the 1983 debute over Proposition 48, which set minimum grade-point average and standardzed-test acore requirements for frenhman eligibility, black-college presidents complained that the use of the test acores would discriminate against black athletes and aweep them out of Division I. As a compromise, the NCAA's members agreed to phase in the requirementa alowly. Proposition 48 requires athletes to achieve a 2.0 grade-point average in 11 highschool core courses and to score at least 700 on the Scholastic Aptitude Test, or 17 on American College Testing's standardized test, to

ba eligible to piay as freshmen.

In 1989, after the memberable adopted Proposition 42, which barred collegen from giving any financial aid to athletes who failed to qualify under Proposition 48, John mpson, Georgetown's men's baskatball coach, protested by marching off the floor bafore n game. At the next year's convention, the rule was altered to allow "non-qualifiers" to receive aid

that was unrelated to athletic skill. In nhaping their proposals this wime, the presidents chose not to recommend any increase in the leat-score requirements, steering clear of that controversial nubject.

Instead, the presidents proposed that athletes be required to achleve a 2.5 in 13 core courses to be elicit ble. They also proposed an indexing system that would allow athites to be eligible with a GPA an low as 2.0 if it was accompanied by

framing their proposals that way, the presidents limited dissent by putting critics in the difficult position of appaaring to oppose higher

Fear of Sceming to Retrent

Mr. Rienzo of Georgetown has taken a different tack. He says the presidents have ignored the NCAA research on which the new proposals were supposed to have been based. Based on a five-year study on the effects of Proposition 48, the NCAA's academic-requirements committee recommended that the presidents drop the SAT requirement of 700, saying that the floor sidelined too many athletes who had the potential to graduate.

But the presidents' commission voted to keep the minimum, citing concern that dropping the 700 floor would be seen as a retreat from tougher academic standards. Mr. Rienzo contends that the

presidents chose political expediency over academic effectiveness. By pressuring the Big East to drop its resolution about backing up academic proposala with research, he says, the presidents are trying to stifle debate.

"Why are they trying to silence a resolution that says, Use the data?" he asked. "Why don't they want me to ask this question?"

The NCAA's parliamentsrian is expected to rule the resolution out of order. —DOUGLAS LEDERMAN

tional Collegiate Athletic As-

accintion, charging that it en-gaged in "fraudulent, malicious,

and oppressive" conduct to drive

t are the NCAA; Walter Byers,

its former executive director; S.

David Berst, asnistant executive

director for enforcement; and

Robert Stoup, who helped inves-

kanlan, men's basketball coach nt

the University of Nevada at Las

Vegas, came as the NCAA contin-

ued its effort to overturn a Neva-

da law that restricts the associa-

state. In addition to Nevada Gov.

Bob Miller, Mr. Tarkanian and

three other UNLV sports officials

are also defendants in the NCAA'a

lawsuit, which is scheduled to go

The judge in that suit had or-dered the University of Nevadn to join the case, siding either with

the NCAA or with the state and

Mr. Tarkanlan. But last month

the university'n Board of Regents

voted 6 to 3 to ank to join the case

The NCAA has reached a fi-

nancial settlement with a Uni-

as an "Impartial intervener."

to trial naxt month.

The legal action by Mr. Tar-

him from coaching.

tigate UNLV

Auburn Gives New President More Say in Athletics Hirin

The recommendations of

cleerly advocate that the

authority over ethietics."

Larry Blakeney, for help in getting a loan, according to "60 Minutes."

anybody at a bank that maybe I

ould get a loan?

to see Coach Dye?"

Mr. Ramsey: "Do you know

Mr. Blakeney: "Have you been

Mr. Ramsey: "I menn, I've been

trying to talk to him, but I can't get

avoid a negative rading that naight

the future. "If they laud appealed

"We got everything we wunt-

ed," he said. "The NCAA ac-

knowledged there was no cvi-

dence that Steve Premock took

any inappropriate substancea, it

acknowledged the procedures are

deficient, and they promised to

refrain from any retribution

against the University of Mon-

Three star basketball play-em have challenged rulinga that took away their eligibility,

An NCAA panel took the rare

step of reversing an earlier ruling that had revoked the eligibility of

a Syracusa University player,

a A federal-court judge refused

to grant an injunction that would

have restored the eligibility of

Dexter Cambridge, a player at the

University of Texas at Austin,

keeping him on the sidelines. Mr.

Cambridge, who acknowledged

having received \$7,000 from a

pooster at Lon Morris Junior Col-

lege, where he played before

transferring to Texas, planned to

Mr. McRae return to the court.

rad McRae. The switch let

tana for letting him play.

with very different results:

the commission "very

tives.

Continued From Preceding Page that he had received finsncial help from an assistant coach. Mr. Dye says nothing in response.

Since October, Mr. Ramsey has been providing newspaper report-ers with selected segments of his secretly recorded tapes, which suggest that assistant cosches and boosters gave Mr. Ramsey improper payments. The athlete withheld recordings that he said would implicate Mr. Dye directly in the paymeats. The "60 Minutes" program esented the first public airing president should have full of the tapes involving Mr. Dye.

After the show, Mr. Dve's law responsibility end yer and members of the Auburn board said they did not believe the tapes had implicated the coach, "I nothing terribly incriminatsaid Jack Venable, an Autrustee. Mr. Dye's Iswyer. Sam Franklin, called the tapes a "lot to do about nothing."

Mr. Muse said the tape "sounded pretty inconclusive to me."

"I think we have to simply allow the investigation to be complet-

player who challenged the as-

sociation agreed to settle after the

association had violated its own

drug-testing procedures in finding

last February that Steve Pre-

mock, a Montana football player,

sity for declaring him ineligible,

and Judge Douglas Harkin re-

quired the NCAA to join the sult as

a defendant and to appear before

In an initial ruling in October

es for Mr. Premock, Judge Har-

kin said the NCAA's application of

ita yaar-round testing program in

the case had been "replete with error, confusion, and disregard"

for its own policies. The judge

said there was n "substantial like-

lihood" that Mr. Premock would

ultimately prevail in his lawsuit.

"I guess the bottom line is that

rather than drag on in a long court

battle, we agreed that we'd pay

would be finished," said Jim

Marchiony, tha NCAA's commu-

Brad Luck, n lawyer for Mr.

Premock, said he believed the

nications director

the kid's legal fees and everything

Mr. Premock sued the univer-

had used anabolic staroids.

him to defend ita program

gram in state court

Named as defendants in the judge in the case ruled that the

tion a ability to investigate rules after three days of testimony violations at universities in the

Mr. Blakeney: "He'll talk to 'Institutional Control' you. The main thing in . . . try to While the tspes may not have keep it as quiet. . . . Don't talk to provided the kind of "smoking anybody else about it."

gun" that many observers at Au-burn were anticipating (or fearing), Later, a conversation with Mr. Dye went like this: they may be enough to implicate Mr. Dye: "How much . . . How Mr. Dye under the NCAA's theory much do you need?"

ATHLETICS NOTES

■ Tarkanian sues NCAA, charging its actions drove him from coaching

■ Results differ after 3 basketball stars challange inaligibility rulings

Jerry Tarkanian hnn filed a vernity of Montana football NCAA had settled the cuse to trike the cuse to a federal appe

noclation'n drug-tenting pro- affect other drug-testing cases in

The settlement is believed to be It or strayed in it further," said

gotten in deener *

the first in NCAA history. The as-

■ NCAA and Montana athlate settle his suit over its drug-testing program

Mr. Ramsey: "About stie five hundred. I don't think ye of "institutional control," which holds administrators and sports officials responsible for the misregret it." behavior of all its representa-

Mr. Dyc: "Let me see what what I can do and I'll see ye On the tapes, Mr. Rumsey is football practice this after heard asking an assistant coach.

Bank Owned by Trustee Mr. Ramsey told a "60 Mine

correspondent that Mr. Dp. come to him at practice and him to go see a loan officerate nial Bank, which is oward by h ert Lowder, a powerful And trustee. Mr. Dye is n consult the bunk and serves on the box its holding company, The consation at practice was not read

Records obtained by cas a that Mr. Ramsey then obtained \$9,000 loan, even though he! been turned down for a compar loan three times before.

In another taped convers Mr. Ramsey is heard telling I Dye about financial help he getting from nn assistant ou Frank Young

"Coach, I am doing, you k a lot better with that prof I had financially," Mr. Ran says. "Coach Young helped out and nil that stuff. We ... i problems with, you know, fa

Mr. Dyc is not heard saying thing in response

University of Missouri at Columbia to reinstate Jamai Columb

who had been manended for see

mester hecuuse of his role in

refund neam at the Misson

bookstore. He immediately i

turned to the basketball team.

most ntriking of the three, b

cause reversals like the one made

by the eligibility panel are rare

The committee revoked Mr.

McRae'a eligibility after Syrs-

cuse reported that an internal re-view had found that Mr. McRee

had been improperly recruite

from high school by a "street

agent" allegedly working on Syr

acuse's behalf. Mr. McRae ha

filed a lawsuit challenging the

The committee reversed lise

Mr. McRae bad told investigator

about the possible violation

when he wan still in high school

The panel said Mr. McRas could

the NCAA was to punish him at all,

it would have done so before he

enrolled at Syracuse.

Although the eligibility part

said it continued to believe the

violations had been committed, it

said that Syracuse, not Mi

McRae, abould pay the price,

reasonably have assumed that if

NCAA officials acted that

panel's ruling.

The Syracuse case was the

Dispatch Case

The dissolution of the Soviet Union has meant the loss of scholarship support for gands of foreign atadents

from developing countries.

Even before its ultimate undoing the Soviet Union—once a meccu fe students from the third world-had virtually abandoned its policy of sponsoring students sent to its universities by "ideologically close regimes. Soon after last year's failed coup, individual republics began refusing to honor scholarship commitments made by the Suviet

Foreign Ministry. Newspapers in Moseow have reported the stories of many foreign students who said they were being forced to leave because they had lost their grants, most of which came from the Foreign Ministry, Many Moscow are now charging foreign students hard-currency tuition.

"We've had so many econumic problems, we must now nsk for money." said Seroei Ivanovich deputy head of internation relations at Moscow's Pushkin Institute. He said the institute now was charging foreign students \$435 s month, and would not accept

Many students from India have had to drop out of their academic programs and return home, Bihur Geedika Sharan, a graduate student at Moscow State University, was shie to start her doctoral work in Russian literature unly because an independent source gave her a scholarship. She said the majority of foreign students at Moscow Stute now had to pay cash.

A teacher at Muscow's Patrice Lummba University, which specialized in training public servants for developing countries said he had only 125 students in his classes in 1991-92, compared with 600 n year earlier.

Cuba and Victnam are aming the countries hurt most by the change, Miguel Gonzales, u press aide at the Cuban Embassy in Moscow, said his country had eur by half the number of students it sent to Russia and other republics of the le Russia and other republics of the farmer Soviet Union, from 4,200 last coadenic year to 2,200 now. Chan Yan Khung, bead of the education action at Vietnam's embassy, suid Vietnames and the sound of numbered 300, down from 800 in

The new political renlities in countries of the former Eastern bloe also changed the foreign student population in Moscow. Former Soviet allies Former Soviet allies Czechodrowski and Bulgaria hud topped stadent-exchange programs with the Soviet Unium sitegethe. The Pushkin Institute carelled 150 students from the former East Gormany two years 420, but aone for 1991-92. Enno Barker, spokesman few the file. Barker, spokesman for the German Barker, spokesman for the German Embassy in Moscow, said German students in the former Soviet Union had declined by 700 last fall.

Russia Creates New Academy of Sciences as a Crisis Looms

International

Continued From Page Al written and telephoned him in recent weeks tu express their concerns about the deterioration of institutes in theoretical physics, mathematics, astronomy, biology, and material sciences-fields in which the Suviet Union had long been recognized as a world leader.

"Lots of U.S. scientists are concerned about the degradation of Russian research institutes," he said. "They're asking, How and what do we do about it? The issue is on everybudy's mind."

Crowded Labs and Low Salaries

Kenneth Klabunde, a chemistry professor at Kansas Stute University who attend. ed a scientific conference at Muscow State University last month, said researchers there were faced with crowded laborato rics, outduted conjument, crumbling facilities in which little is repaired or thrown away, and extremely low suluries.

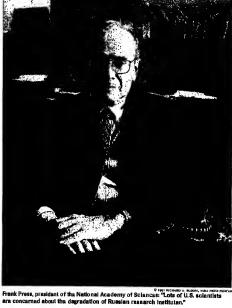
Mr. Klubunde noted that his Russisa colleague, a dean at the university, is paid only 1,000 rubles a month, or about \$10 at current exchange rutes, and that the lack of hard currency had forced researchers to begin eliminating all fureign-journal subscriptions-their main source of information whost scientific research in other

"The infrastructure is crumbling, it's showly degrading," he said, "And here you're talking about the best university in the Soviet Union."

Mr. Klahunde suid the financial crisis was certain to get worse. At research conters like Moscow State's Institute for Chemical Physics, which he visited, deer spending cuts for the military and space exploration were climinating the main sources of support.

Many people who were lured into science now find themselves without work and without funding," he said.

Russian President Boris Yeltsin lias



tried to stem fears over the shortfall, assuring lenders of the Russian Academy of Sciences in a recent speech that aupport for bosic research would remain the same this year as in 1991. But with rampant inflation. many Russian scientistn are unclear what that promise means. "If he means 199

rubles, that's n 50-per-cent reduction." said Harley Bulger, director of the Russian Area Studies program at Georgetown Unistatementa by President Yeltsin to educution, law-enforcement, and other leaders called his promise to scientists into question. "He's made too many promises to

Autonomous U. of Mexico Plans to Increase Its Tuition for the First Time in 43 Years

By RHONA STATLAND

MEXICO CITY The National Autonomous University of Mexico is planning to take a radical step to fluence long-needed improvements nimed at raising the quality of its programs and facilities. For the first time in 43 years, the public institution will increase its tu-

Mexico's president, Carlos Salinas de Gortari, has made n public pledge to increase the government's support for education. But Salvador Malo Alvarez, the secretary general of the institution-generally called by its initials, UNAM-said the university could not wait until the government modified its economic policies toward the public higher-education system and therefore would ruise tuition.

in the past such proposals have triggered nots in Mexico, but so far the reaction to the new plan has been muted. The exact

amount of the increase has yet to be declared by university officials.

Tuition at UNAM has not been raised since 1948, when It wan aat nt 250 pesos a venr. While at that time the amount wan a substantial one, venrs of inflation and devaluation have turned 250 pesos into the equivalent today of six United States

A Showcase in 1950'n and 60'n

In the 1950's and 60's, UNAM was a showcase for public higher education in Mexico, graduating well-trained professionals in many fields. Modern buildings sporting murals by some of Mexico's most renowned artists made the campun an architectural treasure as well as an academic

But student unrest during the late 1960's, fueled by demands for increased Continued on Following Page too many people," said Mr. Balzer.

Juriadictional Disputes Avoided

Because science in the former Soviet Union was centralized, with most of the country's research institutea concentrated in Moscow, about 90 per cent of what was managed by the Soviet Academy of Sciences was transferred to the Russlan Academy of Sciences. That avoided any poten- ..tially damaging jurisdictional disputes with other republics.

The academy's president. Yuri Osipov, a widely respected applied mathematician, made his top priority the establishment of an agency modeled after the National Science Foundation, which would tilt aupport to the best research proposals, replacing a system dominated by politics rather than .

But experts on Russian acience say such reforms may be th warted by the large number of members from the Soviet science academy who, ironically, constitute a majority in the new academy.

Loren R. Graham, a professor of the his-Continued on Following Page

Scientists Fear Russia May Fail to Save Its Crumbling Research Institutes

Cuntinged From Preceding Page tory of science at the Massachusetts Institute of Technology, said the Soviet Academy of Sciences had long been criticized by the young, liberal scientists who established the Russian academy of being "monopolistic, outocratic, subservient to political authority, and controlled by older scientists who were over the hill."

'Watered Down' Suggestions

While all of those charges were true, he said, the Soviet academy also comprised the scientific elite in Moscow. Since many of the members of the new Russian needemy, which President Yeltsin favored, were scientists from the provinces, Mr. Grnham said, an agreement was reached to merge the full membership of the Soviet academy-consisting of 250 scienlists—with the 150 members of the new scodemy

In meetings in Moscow at which was formulated, many of the suggestions of the reformers—such as allowing research institutes to be managed by institute directors.

"The ecedemy is in crisis. Meybe it will make

it for the moment

on the promises

Yeltsin is meking.

But It is in trouble."

rather than by the political leaders of the academy-were abandoned. Mr. Graham said what emerged at the meetings, which he attended lust month, was the acceptoned of "watered down" suggestions of "mild reformers" who argued for some representation by research administrators to the governance of their institutes.

"All the younger scientists with whom I talked were disillusioned by the results of the two weeks of discussions," he said. "At each stage of the process, they told me, the more reformist suggestions vounger scientists maintoin that the new Russian Academy of Sci-

By GEOFFREY MASLEN

Australio's first private uni-versity has been forced by its

Japanese creditors to make se-

vere euts in spending and to fire

25 per cent of its administrative

Queenaland coast, was set up three years ago by Australia's

Bond Corporation and a Japa-

nese conglomerate, EIR Interna-

tional, primarily to increase the

value of hundreds of acres of

land adjacent to the eampus that

owned by the two compa-

langed in 1989, and since then light.

The Bond Corporation col-

Bond University, on the

MELBOURNE



Roald Z. Sagdaev, a physics professor at the U. of Maryland: Tha brein drain "is inavitable. Science is in big trouble now."

ences will be the same as the old he believed Mr. Yeltsio should en-Soviet Academy of Sciences, only courage scientists to leave until the with a different name." government is able adequately to

"The academy is in crisis," said Mr. Graham, "Maybe it will make if for the moment on the promises evitable. Science is in big trouble Yeltsin is making. But it is in trou-

The disputes within the academy over how research should be governed may appear trivial loter this year if the severe shortages in research support lead to a massive emigration of Russian scientists to

Vestern countries. "The brain drain is going to get worse," predicted Mr. Balzer of threat might be reduced somewha if the Russian economy showed signs of a revival within 18 months. But he sided; "If things become horrendous, then you're going to see scientists coming over here by the lens of thousands and driving Issicahs

Brain Droin 'Inevitable

Roald Z. Sagdeev, a physics professor at the University of Marylond who directed the Soviet Institute of Space Research and served as an adviser to former Soviet President Mikhail S. Gorbachev, said

EIB has been forced to meet

ing costs, which reportedly are

Now BIR also has suffered se-

rious financial difficulties. Car-

the company has been ordered

by its creditors to cut spending.

The eanglomerate is cutting its

\$15-million annual silocation to

Bond by half, and is insisting

that the university become self-

Last month the university let

go 75 staff members. Many fac-

aufficient by 1994.

rying a massive amount of debt,

most of the university'a operat-

running about \$230,000 a week.

Massive Amount of Debt

absence could deprive the Russian government of a key resource in its nttempts to revive the economy through technology. Looking to U.S. Foundations

"The signal that this is a disaster area and that you should leave is nat what I think the government wants to tell people," said Mr. Balzer, who helieves Western institutions should offer Russian scientists temporary appointments so they would be encouraged to re-

Mr. Graham said efforts should also be directed at preserving the best aspects of hasic science and culture within Russia. He said U.S. foundations, which would be able to provide support for Russian scholars with "less red tune and political controversy" than Congress, could offer the most help in that respect.

"We cannot afford to support all of Soviet science and culture," he said, "so we must pick a few areas-theoretical physics, muthematics, music and hallet-whose demise would be a terrible loss for

Long-Term Strategy Sought

Mr. Graham said foundations could act immediately by puying Other scientists warn that many for foreign-journal subscriptions of the Russian researchers who that are now being canceled in Rus-

sia and for the travel of Res scholurs to Western scient incetings. "It will help keep the nlive intellectually," he said

leave may not return and that their A strategy for the longer tent, said, might be the establishmen a committee capable of imparis reviewing proposals to U.S. fac

"We must pick a few

erees-theoretical

physics, methematics.

music, end beliet-

whose demise would be a terrible loss."

dations from Russian scientists artists who want to remais in the country and need support. Gruham said U.S. officials the also negotiate with Russian of citils to end the heavy taxation foreign financing and cosion entering Russia, since its tion would limit the inflow of said

Other scholars believe into ing the number of Americans sian schidarly exchanges wat also lielo

"If anything, this kind of coep alive environment makes for richer alternative that would be for curumferatel the brain drain," s Gerson S. Sher, senior progr number for Eastern Eurosext

Mexican University Plans First Tuition Increase in 43 Years which currently average about sufficient to provide a decent stan-

dard of living in this capital. A full

"The tuition increase will

this time eround because

probably be accepted

the whole politice!

etmosphere of the

country has chenged."

professor with a doctorate and 20

Continued From Preceding Page access to the university, prompted UNAM to lower its academic standards to allow more high-school Georgelowo. He noted that the graduates to attend than had in the past. By the 1980's, unam was coping with the problems chused by an enrollment that was eoo stantly growing-an estimated 350,000 part-time and full-time students are now enrolled-while the value of the peso wos steadily declining. Compounding the problems was a decade of economic crisis in Mexico. The compus's buildings, laboratories, and couinment deteriorated for lack of govern-

support them again.

The brain drain, he said, "is in-

ment funds. Most educators welcome the proposed tuition hike os a means of

Faculty members say that ini-

tial enrollment projections by the university's planners were wildly optimistic. Michael Shar-

key, a lecturer in history, said

enrollments had been projected to increase from 500 in 1988 to

5000 by 1992, but only 1,250 stu-

The current situation could

not have been what the univer-

sity's vice-chancellor, Philip

Lader, an American business

executive, expected when h

accepted the post last June. Mr.

backs at Bond as part of an ad-

quality over quantity.

Lader has described the cut-

dents are enrolled.

ulty members are seeking other would result in an emphasis on

years of teaching experience can expect to earn only ubout \$630 n helping to increase faculty salaries, "There is no doubt that a tuitiun Japanese Creditors Force Australian University to Make Cuts

hike is necessary," says Patricia Cánovas, head of the English department at the Center for the Teoching of Foreign Languages at "The way that they go about doing it will make the differ-

Since the 1960's, students altending the university have gone on strike each time UNAM made sny attempt to raise tuition. They argued that any increase in the cost of attending the public university would effectively exclude the masses from higher education.

Major Protests In 1988

In 1988, when the former rector of unam, Jorge Carpizo, tried to raise tuition, students staged major protests, which in a few instances ne riots. In contrast, only a small number of protest posters have appeared end just o few demations have occurred since

\$400 a month, a sum said to be inincrease Inition.
"The Inition increase will put

bly be accepted this time are because the whole political atm phere of the country has charge says Eurique Daltabuit, coordi terr of academic contoutersess BI DNAM.

Since President Salinas took lice three years ago, u feeling by well-being, if not outright prosper ty, has developed in Mexica. In prospect of the country's signift free-trade agreement with th United States has made it inpo tive that the university syste strive for academic excellence order to become competitive its neighbor to the north Mars rhetoric-once the vemac university campuses here-

'Achieving Excellence'

In addition, there is wide public recugnition that the modernizate of the universities is crucial Mexico's future economic well-

President Salinas underso the point in his state-of-the-mit uddress in the fall: "We shall con mit increasing budget resources. real terms, to the education seed and channel a greater share in achieving excellence in editor tion." he said.

Officials at UNAM say the ereased government subsidie higher tuition will allow them sity to attack its problems as as undertake major improvem including revising the curricul upgrading academic standards,# modernizing administrative pre-

Name Dropping

THE QUESTION IS FAST HECOMING, Which university has not offered Mikhall Gorbachev a job? So far, Jimmy Carter has invited the former Soviet president to study and lecture at Emory University (home of the Carter Center) and Boston, Brown, George Muson, Harvard, Johns Hopkins, and Stanford Universities and the Universities of Minnesota, Texas at Arlington, and Wisconsin at Madison have all reportedly made him offers.

And, in Missouri, Westminster College, site of the 1946 speech in which Winston Churchill spoke of the "Iron Curtain" spreading across Europe, has invited Mr. Gorbachev to be the keynote spenker at a symposium about the end of the cold war.

The National Science Foundation moved quickly in December to squelch rumors that Walter E. Massey, its director, was a impor contender for the presidency of Stanford University, A spokesman for the ugency said that Mr. Massey had not been offered the presidency, that he was not negotiating with Stanford, and that he was not interested in the post. In addition, the spokesman said Mr. Massey would not have undertaken the major reorganization of the foundation that is now under way if he had had any intention of leaving soon for mother job.

John Lombardl, president of the University of Florida, was the subject of rumors in his state that he was seeking the Stanford post, Not so, says Mr. Lombardi, who speculated that the talk had arise a because of his trips to California to visit his mother. Mr. Lambardi told The Gainesville Sun: "I refuse to not visit my muther because of the rumor mill." Mr. Lombardi, who tuok uffice in March 1990, said he hada't been at Florida long enough, and added: "The gonl of every oniversity president should be to outlast the couch."

In Louisiana, Buddy Roomer confirmed that he would spend four or five munths tenching at Harvnrd University, his alma mater (Name Dropping, December 11). Mr. Roemer, who lost his hid for re-election us the state's Governor, said he had been advised by Lamar Alexander, Secretary of Education and former Governor of Tennessee, and William Winter, former Governor of Mississippi, to "take some time for yourself."

Mr. Roemer said the Hurvard post offered him "a chance to get away from politics for a short period of time. A chance to be with my son, who is a senior at Hurvard. A chance to teach some of the best minds in America."

The trustees of the University of South Carolina, who had voted to give James B. Holderman the title "Distinguished President Emeritus" after he resigned in 1990 amld allegations of lavish spending, last month voted 19 to 1 to strip him of that litle. The vote followed new allegations that Mr. Holdermun had sexually harassed male students. Both the motion to hestow the title and the motion to remove it were introduced by Michael J. Mungo, the trustees' chairman.

Mr. Holderman had earlier given up his rights to tenure at the institution 1The Chronicle, December 18).

The City Council of Norman, Okla., voted 5 to 3 to give its annual human-rights award to Anita Hill, professor of law at the University of Oklahoma, whose allegations that she had been sexually harassed by Clarence Thomas almost derailed his being confirmed for the Supreme

Gazette APPOINTMENTS, RESIGNATIONS, DEATHS, AND COMING EVENTS



Sister Carol J. Vale Chestmut Hill Cottexe







Vorcester Polytechnic



New college and university chief executives: Auburn University, William V. Muse; Berkeley College of Business (N.J.), Kevin L. Luing; Central Virginia Community College, Belle S. Wheelan; Chestnut Hill College, Sister Carol J. Vale; Curry College, Catherine W. Ingold; Los Business College, Stephen K. Woodhouse; New York Theological Seminury, the Rev. M. William Hownrd, Jr.; San Francisco Conservatory of Music, Colin Murdoch; Saybrook Institute Graduate School and Research Center, J. Bruee Francis; Southwest State University (Minn.), Oliver J. Ford, 111.

• Other new chief executives: Association for Institutional Research, Terrence Russell; Bulch Institute for Ethnic Studies, John Tenhula; Connecticut Board of Governors for Higher Education, Andrew G. De Rocco; National Committee on Planned Giving, Tanyn

Appointments, Resignations

management. Ellan Arnold, director of annual Siving : Lebanon Valley College, to director

development.

Robert C. Bonow, deputy director of the cardiology branch at National Heart, Lung, and Blood Institute of National Institutes of Health, to ehief of the division of cardiology at Northwestern U. Medical School and Northwestern Memorial

cal serious and vertex of the university feed of the university feed

chancellor.
Joe M. Cannon, director of the expital-im-provements program at U. of North Caro-lina at Charlotte, to associate vice-chan-cellor for facilities measurement.
Bachane Williams Only, director of stammi affairs at West Virginias State College, to director of Upward Boand and apecial

services.

Mel-Pang Cheng, professor of neuroscience
al Ruisers U. at Newark, to director of
the cumpus'a jostifule of Aoimal Rebuy-

Carpo Olareh, project coordinator in the of-fice of Dusiness and finance at Statiste Pa-cific U., to director of personal consul-tions of the Company of the Company of the In a Cooperation, capital-company of the operate and attending the Statistic for the school of dentistry at Templa U. Particki. Coughie, chief financial and busi-nass officer at Stata U. of New York Col-lege at Purchase, or vice-president for filege at Purchase, to vice-president for fi-nance and administration at Polytechnic

U. F. Engene Crawford, manager of special schools and economic development of the control of the

of New York Health Science Coater at Syracuse.

85 Bond, valencefor for finance and Bit Bond, valencefor for finance and Bit Bond, valencefor for finance and the second service of the second service. Any Devision-land service, and the service of publications and the service of the service o

has a fine a second of the sec

Jania Goodes-Orseniarsi, director of Instins-tiva, labor relations, and optics develop-tiva, labor relations, and optics develop-sis of the state of the state of the state Schools, to associate vice-president for summ resource and director of person-nel at Florida International U. Bayes of Part Hallman, vice-provation for freating part of the state of the state of the state era U., to associative vice-provout. Sussa A. Hanny, professor and hand of bio-losical setences at Carnesie Mediou U., to deem of the College of statemen, internal-

ty College of Roosevelt U., to dean of university outneath at National-Louis U. at Chicago. The Rew. M. William Howard, Jr., executive director of Africao-American Council of the Reformed Church in America. The president of New York Theological Seminary, effective in March. Continued on Following Page



Continued From Preveding Page Cathoring W. Ingold, president of American U. in Paris, to president of Curry College,

Cabberdaw W. Ingold, president of American J. U. in Paris, nerestivation Curry Cellege, U. in Paris, nerestivation Curry Cellege, U. in Paris, necession of Curry Cellege, U. in Paris, necession of Cellege of the dens for endoursethaste education and the control of the Cellege of the dens for endoursethaste education of Cellege of the Cellege of the

ices as Brown U., to dean of sudest life phases Balance, formed direct or of public information and member relations at the information and member relations at the varieties, and public relations at San Attention College, or the control of community of the control of community of the control of community of the control of college at New Palt. State U. at 1 Newson, the control of college at New Palt. State U. at 1 Newson, the college at New Palt. State U. at 1 Newson, the college at New Palt. State U. at 1 Newson, the college at New Palt. State U. at 1 Newson, the college at New Palt. State U. at 1 Newson, the College at New Palt. State U. at 1 Newson, the College at New Palt. State U. at 1 Newson, the College at New Palt. State U. at 1 Newson, the College at New Palt. State U. at 1 Newson and the College, has the control the reliference, effective June 20.

Control M. State Dean State U. at 1 Newson and the College, has these most the reliference, effective June 20.

Control M. State Dean State U. at 1 Newson and the College Attention a

external O., to associate vice-president for external programs.

amas Rusehu, former assistant superinten-dent of elementary education at Mentor (Ohio) Public School System, to asso-ciate professor of education at Lahe Ene Cellege.

Cellea:
Gary T. Hadson, assistant professor of chirepresent of the primer Celleac of ChiropracGary T. Hadson, assistant professor of chirepresentation of the primer Celleac of ChiropracMarket Mandle, member at the development a just at Scion Hall U., to director of dereligement at Caldwell Celleac.
J. Middenel Landon, executive director of the institute for Public Affairs at Management and fairly at Market Market Management and Affairs at Wilhes U.

Andrean Landons, associated dear of humanAndrean Landons, associated dear of humanAndrean Landons, associated dear of humanAndrean Landons, associated dear of humanman and the company of the company of

indra Leskes, associate dean of human-ities, arts, and social sciences at Brandeis U., to vice-provest for undergraduate ed-acation at Northeanten; U. uma Lindra

aeation at Northeasters U.
Jamas Lindgen, professor of law at lilineis
lualitute of Technology, to associate
dean for faculty development.
Artean R. Lowenstale, director of prada-nate management programs at Worcester
Polytechnic Institute, to director of cen-

evin L. Luing, director of neademic affairs at Berkeley College of Basiness (N.J.), to

ai U of San Francisco, to vice-prosident fed development.

Motching Martin, president of Conhoma Community College, has annoanced his retirement, effective June 30.

Morgane B. Mastin, campalan coordinates and director of special events at U. of the Pacific, to devolopment officer at U. of Redhands.

rachic, to devolopment officer at U. of Redlands. less Measury, former director of marketing and public relations at Methodist Hospial (Philadelphia), to director of public re-lations and marketing at Philadalphia Col-lege of Textiles and Science. Jerrie L. Bascome McGli, assistant superin-tendent of Deyton (Ohio) Public Schools.

issadint of Deyren (Ohlo) Public Schools, to associate vice-precised for misority affairs at Writa's State U. Schools of the S

missions and iteraction islated U. of Pilis-burgh at Tunwilla. Michoel L. Murhhill, director of admissions and student isld at U. of Pilisburgh at Directors, to dean of admissions at St. October 1997, and the Control of the Colla Marticola, Vesan of San Prancisco Con-servatory of Music, to praident Willies V. Music, prosident of U. of Akron, to praident of Auburn U. To praident of Auburn U.

continue in Austa Comean, to altretier of continue in Austa Comean, to altretier of continue in Comean Vision Policia Indiana Continue in Continue in

han retired. hin Patterson, laterim dean of Instruction at Labette Community College, to inter-

Judith Aidridge Riggs, director of develop-ment in Hilhold State U., to director of development and associate vice-presi-deat for institutional advancement. Neal V. Robbins, president of State U. of New York College of Agriculture and Technology at Cobleshill, to professor of education at State U. of New York at Al-hory.

Rohin L. Rose, director of the entreach program in the office of psychological services at Brown U. to dran of student life.

Pamein Salezor, former director of public

Anna B. Thomas, lawyer in Alloquerque, N.M., to director of consl-apportunity New Medical Constant and the C

IN TWIE ASSOCIATIONS
INTO A STATE OF THE ASSOCIATION A

IN THE ASSOCIATIONS

eations at New York State United Teach-Personce Bassall, memorar of professional relations at American Chemical Steeley, and the Control of American Chemical Steeley, and the Control of American Chemical Steeley, and the Control of Chemical Steeley, and the Control of Chemical Steeley, Nov. Logical Association of Schoolmand Work Dashad Association of Chemical Steeley, and the Chemical Steeley, Marchad Bassall, and the Chemical Steeley, Marchad Bassall, and the Chemical Steeley, American Instituto of Acceleration Association of Acceleration Chemical Steeley, and the Chemical Steeley, has been activated by the Chemical Steeley, and the second of Physical Touckers.

Tenye Howe Johnson, associato administra-tor ni Brendan Company/Association Managemeni Coater (Chicago), to execu-live director of Nullonal Committee os Pionned Giving.

Robert M. Moom, consulting associate nt Jehn Drenzebach and Associates (Chicu-soo), to director of account services at Liomas Henrae Inc. (Chicago). John Tenhalm, administrator in the school of law at New Yorth U., to president and shelf executive officer of Balch Isstitute for Ethale Studies.

Deaths

Grange Aueten, Rr., 83, former professor of orology at Bestes U., Chas Western U., December is in Lynchoury, Vs. 40. December is 18-sites, 2019 in Lynchour Control Co

December 4 in Austin, Tex.

Max Blandsman, 31, former director of complex flat Blandsman, 31, former of mercer of complex flat Blandsman, 32, former of sections of the comple

College Led. II. Sender I St. Monatonery College Led. II. Sender I St. Monatoner I Mon

arrany at Case Westiera Beneros U., De-comber 16 in Part Hyera, Pin.
8 delomon Ruini, 75, femmer professor uf journalism at City College of City U. of Belomon Ruini, 75, femmer professor uf journalism at City College of City U. of the College of City U. of the College management at West Virginia U., Decem-ber 1 18, May matter 19, College of Management at West Virginia U., Decem-ber 1 18, May matter 19, College of Management at history at Trinity College (Washington), December 22 in Stevenson, May December 23 in Stevenson, May December 24 in May Incom-lege of Management 19, September 19, Management 19, September 24 in Maryland 19, September 24 in Maryland 19, September 24 in Maryland 19, Marylan

ongruppy
6-11 College unione. "Biblida Services
and Mainteanaco." serniaer. Are this loss
of College Linear-later allowate
sly of flows. Iown City. Contact: [812]
5-12 Higher adocumble. "Recardings."
ransual meetins. Association of American
Collegen. Ramade Renards.
2017-1960.
3017-1960.

0090.

3-36 immégration. "The Effect of immigra-tion Reform Upon Higher Education in the United States," conference, Univer-tical Company, Conference, Univer-tical Company, Conference, Univer-tical Company, Conference, Conference, Conference, Page 2567.

5-41 Feedmeing, "New Horizons in Tech-nology," international conference on the Conference on Conference on

uis, N.M. Contact: Cynthis R. 6.

1302 (451-805).

2-25 Minorities. "The Thiesat Fine A
2-25 Minorities." The Thiesat Fine A
2-25 Minorities. "The Thiesat Fine A
dent Lenderrible Conditions final to
dent Lenderrible Conditions final to
dent Lenderrible Conditions fine A
dent Lenderrible Conditions fine A
dent Philosophysis (10 cc) (10 c

12: Hamaollina. Nymposium on deix-core carriccial in the humaniles, for-frui of American Coffees, Rade, maissance Techworld Hotel, Wathay (vanter: [202] 387-3760, 12-14: Tanahur ndanatian. 'The listo. 12-14: Tennher ndundfan. The list Gury: a Futaristic Look at Remiter and Hetention in Tencher Educator & annus." Conference, University of gutcky and other sponsors, Ledge Ky. Contact: Ernest Middlete, 62 257-3836.

January 1982 8 M T W T F 8

1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31

2-18: Intercommunications. Regirally recests and Global Issues: the Chilez of Telecommunications integrals in the Pacific, annual conference, Fad 12-18: Tolecome

the Pacific," annual conference, Ind. Telecommunications Council, Step. Whithis Hotel, Henolah, Control 941-1789, East 1981 944-874.

13-14: Buelanna nduosilin, "Felin, Umullan for Itasinew-School Bazzd and Carriculan Development," mithi American Asvembly of Collety, Schools of Business, Guard Hight Wallington, and Washington, Center Rel.

CONFERENCES, WORKSHOPS

HARVARD UNIVERSITY

INSTITUTE FOR THE MANAGEMENT OF PROGRAM LIFELONG EDUCATION

MLE

June 7 - 19

MLE is an intensive, residential program for 75 experienced administrators, all of whom lead organizations that deliver educational programs to adults. Some are presidents and academic deuns of schools with significant adult populations; others are deans and directors of continuing education programs. Participants also come from professional associations, business, government, community agencies, and the military.

The program is a lively, stimulating forum for ideas that can be put to use in creating new programs or improving existing programs. The formal curriculum examines three broad areas: (1) the adult as a developing and learning person; (2) organizational strategy—marketing, linance, and pluming; and (3) leadership and organizational change.

14th annual program. Application deadline: April 1

MANAGEMENT DEVELOPMENT

MDP

June 21 - July 3

MDP is an intensive, residential program for 95 mid-career administrators in higher education. The goal of the program is to prepare these men and women to develop resourceful solutions to the problems they are likely to encounter as they grow with their institutions

Most participants hold the title of chairperson. director, dean, or associate dean. About half hold positions in academic administration; the others are broadly distributed ecross the major non-academic functions

Topics include: personnel policy and administration, financial mnnagement, human resource management, law and higher education, strategic planning, marketing, and small group leadership.

7th annual program. Application deadline: March 15

INSTITUTE FOR EDUCATIONAL MANAGEMENT

IEM

July 5 - 31

IEM is designed for 95 senior-level administrators in higher education, most of whom are presidents, vice presidents, chancellors, provosts, or deans of major campus units. This four-week residential program examines critical issues in the management of colleges and universities.

The curriculum takes the perspective of the senior administrator, whose responsibility and authority shape institutional policy. Topics include: leadership, financial management, human resources, service delivery, law and higher cducation, campus community, strategic planning, crisis management, and institutional vision. Constantly updated curriculum materialsincluding the Harvnrd case method-ensure that the program is relevant to emerging campus issues.

23rd annual program. Application deadline: April 1

Mailing address: (name of program), 339C Gutman Library, Harvard Graduate School of Education, Cambridge, MA 02138 phone: 617-495-3572 fax: 617-496-8051

III

CENTENNIAL **EDUCATION SUMMIT SERIES**

UNIVERSITY OF RHODE ISLAND

As this century draws to a close, it is apparent that our would As this cereary easies to a crose, it is apparent into our work changing, annualicily. The last of a new world order, the emergence of o global economy, the growing concern with the worldwide ecosystem, and the debates thal surround the Issues of cultural diversity and freedom of expression all make it clear that our way ol life is

undergoing some profound transfirm attoms. The University of Rhode Island's Centennial Observance in 1992 provides a unique opportunity both to celebrate part accomplishments and to reflect on those forces that promise to shape our lives and would in the 21st century. During the to Mape our laves and would in the Zala (control of the last from weeks in Jamany, the University will bring logalitet in an Macadian Summit Series prominent alamni, tellaring honorary degree holders, and distinguished cilizant of Rhode Mand and the mation in a set of mandable discussions on the holders. the challenges that confront us as we enter the next century.

As it celebrates the one-handredth anniversary of its cole as an intellectual and scholarly resource for the people of Rhode Island, the University hopes limit the Education Summit Series will focus public attention on where we as a Todate. society are headed and on how public higher education can help us meet the challenges of the future.

PURLIC HIGHER AMERICA ANO THE WORLD: A RETROSPECTIVE

FROM ONE CENTURY TO JANIJARY 15, 1992 7:30 p.m. Edwards Audito URI, Kingston

EDULATION

A free-ranging discursion from one of America's top education authorities about the current circumstances of higher education a

HOST: 8dan Dicki some speculation about how it must change to meet the challenery of the next

Clatherne Peil Holtad States Sensi of Rhode Island PARTICIPANT: Ernesi Boyer Prevident, Camegie Foundation for the Advancement of Teaching

Please Join us at the Centennul Education Summit roundtable discussions, which

THE STATE DF THE ARTS AT HN BE

PROSPECTIVE JANUARY 21, 1992 JANUARY 16, 1992 7:30 p.m. Edwards Audito LIRI, Kingsins 7:30 p.m.

An exploration of the role of artistic expression in a diverse society by several well-known members of the arti-

community of Rhode

PARTICIPANTS:

PARTICIPANTS

Michael Harper **Dualet School** Rhode Island State Ann Hood Joseph V. Melillo Producing Director, Brooklyn Academy of Music Stansfield Turner Frank Robinson

der, RED J.T. Waish Professional Actor, Film and Stage

PRESERVATION: CHALLENGES DF

IANTIARY 21, 1992

THE GLOBAL ECONOMY:

IANUARY 27, 1992

6:00 p.m.

Reflections from

marketplace usa what it means for

PARTICIPANTS

Terrence Murray Chairman, Presid and CBO, Flort/No

Financial Group

Vincent Sumi Chairman of the

Board and Chief

Rosce Sundha

State of Rivode Island

Michael Van Leeste a Director, Planning and Development, City of Providence

HDST:

URI, Kingston Renguesed Rhade Renowned Rivole Islanders examine the difficult issue of balancing the used for environmental preservation with the

demands for econor development and resource utilization Irving R. Levine Chief Economics Correspondent, NBC News

PARTICIPANTS: Robert Ballard Seniur Scientist, Woods Hole Center for Marine Explor Trudy Coxe Executive Officer, PPG industries

THE CHALLENGE

DF DIVERSITY IN 21ST-CENTURY IANUARY 28, 1992

A provocative conversation about

M. Beverly Swan

Provost, University of Rhode Island

PARTICIPANTS:

Julian Bond Civil Rights Leade

Joanthan Kozol Author

Sylvin Robinson Executive Director, Rinode Island Children's Crusade

IAN(JARY 30, 1902 7:30 p.m. 7:30 p.m.

chicators reflect the profound impact ethnic and cultural diversity will have on America's schools and workplaces in the we next century
will bring and their
impact an America'
colleges and

HOST:

University at indianapolis

Eleanor McMahor First Commissione of Rhode Island Frank Newman President, Education Commission of the

CENTURY: CHANGING

Robert L. Carother

FARTICIPANTS: Herman Blake Vice Chancelor for Undergraduale Education, Inflana University-Purdue

The second secon

Coming Events

Continued From Page A48

27:39: Polities. "Can the Repablic Be
27:39: Polities. "Can the Repablic Be
28:40: Annual meeting, John Randolph
Club, Washington. Contact: Liewellyn
II. Rockwell, Jr. Ludwig von Missel
16: Hockwell, Jr. Ludwig von Missel
16: Auburn University, Auburn, Ala.
36849; 1205; 844-2505, 18a; 1205; 844-2583. 36849; 1205 844-7200, Fax [203) 844-7293. 37-20 collega unions. "You and Scheduling: Making It Fil." seminar. Association of College Unions—International, Towson State University, Illulimore. Contact: Marsha Herman-Rietzen, Acu.; 400 Essa Seventh Street, Bloomington, Ind. 47405; bit 171 173-28617.

Seventh Street, 18121 332-6017. Chili 131-2017

Chili 131-2017

All Frashman speas appelanon. "Freshman-Semmur Instructor Training." workshup. Chilwresting of South Carolina and other soonsors. Tempe. Ariz. Contact: Freshman Year Lapreinec Conference, University of June 1997

Maria Yang Lapreinec Conference, University of June 1997

Maria Yang Lapreinec Conference, University of South State of S

Foundation for

Critical Thinking

CHICAGO · DALLAS · M

Hotel, Baltimore. Contact: CASE, Saite 490, 11 Dupont Citcle, Washington 20036; (202) 328-5900.

8-20: Philosophy. "New Studies in Aris-totic's Philosophical Development."

ioiti's Philosophical Development." Conference, Boston University, Boston Contest: William Wiam, Philosophy Deartment, Boston University, 'AS Compartment, Boston University, 'AS Compartment, Boston University, 'AS Compartment, Conference, Connell for Advancement and Support of Education, Hysti Regentation, Louis, Contest: Case, Suite 480, 11 Hugons Cricke, Washington 2005e, (2021) 278-5900.

Martin Luther King, Jr., Dsy

20-221 Leadership. "Thorns Amang the lwy: Critical Leadership Issues for the 1990's," conference, Naples Institute of Moan Ida Collear. Naples, Fia. Cemaet: Helen Orimaldi, Naples Institute, 777 Dedham Stroel. Newton Centre. Mass. 02159; 617) 969-7000, ext. 316, fax 16171 999-8931.

29-221 Philosophy, "Philosophy is a Classian World," meeting, Philosophy is a Classian World, "meeting, Philosophy is a Classian World," meeting, Philosophy is a Classian World, "meeting, Philosophy is a Classian World, "or of Stellenbookh, Stellenbookh,

Hotel, Tomor, Fine Change California, 1988.

323-5940.

323-5940.

323-5940.

323-5940.

323-5940.

323-5940.

323-5940.

323-5940.

323-5940.

323-5940.

323-5940.

323-5940.

323-5940.

323-5940.

323-5940.

323-5940.

323-5940.

323-5940.

323-5940.

323-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

324-5940.

CONFERENCES, CALLS FOR PAPERS



15th Annual Conference on International Education

February 23 - 26, 1992 Westin South Coast Plaza in Costa Mesa, California

"INTERNATIONALIZING THE COMMUNITY COLLEGE: PUTTING IT ALL TOGETHER"

The conference will feature plenary presentations and 42 small group sessions. All will address the state of the art in international education. Program tracks are included for trustees, faculty and administrators.

PRESENTED BY The Community Colleges for International Development, Inc.

FOR INFORMATION WRITE OR CALL CCID 🗆 1519 Clearlake Road, 🗆 Cocoa, FL 32922

(407) 631-3784 [] FAX: 407-639-0078

CALL FOR PAPERS

The Far West Popular Culture and American Culture Associafions solicit proposals fram all disciplines on any aspect of popular or American culture for preseniation at their 4th Annual Meeling in Las Vegos, Fab. 6-9. Contact Felicia Campbell, Dapt. of English, University of Nevoda, For information on how The Chronicle can help the success of your organization's next meeting, call

Display Advertising at

Las Vegas, NV 89154. (702) 739-3457 or (406) 586-8987

(202) 466-1080.

Call for Proposals

American Association of University Administrators 1992 AAUA Exemplary Models Awards and John Blackburn Award

Third Annual Competition Doing More with Less The Challenge of Constraints Deadline February 24, 1992

The American Association of University Administrators (AAUA) has created the Exemplery Models Competition to recognize outstanding examples of academic administration and to publicize creative solutions to common problems in higher education. This year AAUA is seeking proposals in three

Total Quality Management (TQM) in Higher Education Enrollment Management

Institutional Budget and Financial Management

Those submitting the winning proposed in each area will act as respondents and present their projects at the AAUA National Assembly XX, Friday June 15 to Sunday June 41, 1892 in Circitonati, Ohio, Abstracts of winning proposals will be published in the AAUA's Journal for frigher Education Management

Proposals consist of a cover page available from AAUA, a one-page abstract, and a maximum five-page summary of the project or initiative. Notification date, Monday, March SO, 1992.

For a copy of the application form or further information contact: Susan B. Kaplan, AAUA General Secretary, 2121 Eye Street, Washington, DC 20062, Phone (202) 994-8503, Fax (202) 994-9654

Jerôme L. Neuner, Awards Committee Chair, Canisius College Buffalo, NY 14208, Phone (716) 888-2120, Pax (716) 888-2525

JANUARY 20 - 22, 1992

Conference Speakers Include:

 Susan Bonnet Director of University Relations University of Miami

Mlles Colller

Managing Partner Collier Enterprises Joseph Flynn

Director National Network of Faculty Senates

 Jerold Footlick Past Senior Editor

Newsweek Magazine

 George Keller Senior Fellow Graduate School of Education University of Pennsylvania • Frances Volkmann

Professor Former President Smith College

• Lee Warren

WRITING FOR THE PRESS & THE PUBLIC

Should we lesus a press release?
The tront page of tomorrows paper!
How do we write an OP-ED?
Bhould we write a LETTER-TO-THE-EDITOR?

How do I sit, what do I wear: body me

Plenning the PR process
PR to support program efforts
Budgsting for PR
PR functions of the Administrator

EVALUATING YOUR PR EFFORTS

How ars you doing? How is your institution doing? What would work better?

Can we do it insxpensivsly?

LEVISION
An sclud taping & critique of participants
How do we get our message scrose?
How do we answer questione without getting the
Institution (and us) in trouble?

A STATE OF THE PARTY OF THE PAR

Author, The Riddle of Power Reporter, LA Times: Newsweek

Derek Bok Center for Teaching Harvard University

Tom Wolanin

Robert Shogan

Staff Director Subcommittee On Post-Secondary Education United Stales Congress

NADLES BEACH HOTEL AND GOLF CLUB. NAPLES. FLORIDA Sponsored by the

> INSTITUTE OF MOUNTIDA COLLEGE

Contact Helen Grimaldi, (617) 969-7000, Ext. 316, Naples Institute, 777 Dedham Street, Newton Centre, MA 02159. Fax: (617) 969-6993

NEI PRESENTS

Another Timely Program Developed Especially for Colleges & Universities

A Two Day Workshop on Dealing with the Media

Projecting a Positive Image: The Media & Your Message

TELEVISION

THE PROCESS

January 23-24, 1992 • The Washington (D.C.) Marriott SPEAKING TO THE PRESS & PUBLIC The right speech to the right eudlence What do we say? What do we wear? THE CREATIVE FORCE

Who speaks for the institution? Management's PR responsibilit The stalls' role Elements of e good program Reaching the target audisnoe THE MARC MEDIA

The role of publicity
Butding your credibility
Understanding the media & how to use it Understanding the media a low to dea it.

Dealing with the press
Getting the most out of radio & television
This news conference—its values, its dangers
Handling medis calls
What does "No Comment" convey?

DEALING WITH CONTROVERSY & CONFIDENTIALITY

CONI-IUEN ITALI I Y
Obstacles to public understanding
Anticipating controversy
Handling the negatives
Some issues regarding confidentiality
Your rights and this reporter'e rights USING COMMUNITY RESOURCES

ing the most of the "controlla —newsletters, speeches, annual reports Image building for universities & echools Working with volunteers What about tree media:

WHO SHOULD ATTEND

Sponsored Project Managers • Federal & Government Ralations Staff
Chief Administrative Officers & Staff • Chief Fundadel Officers & Staff • Chief Buainess Officers & Staff Public Relations & Public Affaira Staff · Community Relationa Specialists

To register contact: The National Education Institutes PO Box 525, Rockville, MD 20851, 301-871-9422

CONFERENCES

National Council for Excallence in Critical Thinking

MIAMI • BOSTON • LOS ANGELES • DENVER • PITTSBURGH • SEATTLE • DALLAS • LOS ANGELES

1092 January 190

8 M T W T F S

5 6 7 8 9 10 11

12 13 14 15 16 17 1

19 20 21 22 23 24 25

26 27 28 29 30 31

24: Mathematica, Math workdon, il. sun-Weckey Publishing Congun (ed. Mathematica), in State I Draversky, Alman, Congun (ed. Mathematica), in State I Draversky, Alman, Congun (ed. Mathematica), in State I March (ed. Mathematica), in State I Mathematica, Mathematica, I Mathematica, Mathematic

der Sale, P. L. Cuniter, Address Weise of Christopher Services, and Control of Christopher Services, and Christopher Services, and Technology to Manure in Effectives, Challenger, What I would be a service of the Christopher Services, and Technology to Manure in Effectives, and Christopher Services, and

1 2 3 4

OS ANGELES • DENVER • PITTSBURGH • SEATTLE

Teaching Strategies Institutes In Every Region of the Country

The Problems of Higher Education

The glut of information, the growth of interdisciplinary examples, faciles and disinformation, the acceleration of struggles for reaching modes of cyaluadisinformation, the acceleration of change, the expansion of specialization, the threat of fragmentation, the ever more subtle and complicated struggle for survival: economically, politically, socially, and morally—the modern world poses grave challenges. The original structure of the control of the contr politically, socially, and morally—the modern world poses grave challenges for higher education today. The oldinate more first the modern world poses grave challenges for higher education today. The oldinate modern world poses grave challenges for higher education today. The oldinate modern world poses grave challenges for higher education today. The oldinate modern world poses grave challenges for higher education today. The oldinate modern position is clearly inadequate in the first position of the clear individual position is clearly independent, critical frequency of the position of the clear individual position in the clear individual position is clearly independent, critical frequency of the position of the clear individual position in the clear individual position is clearly individual position. Accurately figure in the position of the clear individual position in the mastery of content not facility. If edit in the position in the clear individual position in the clear

Regional Institutes on Critical Thinking Teaching Strategies Southeast MIAMI: Jan. 29-30, 1992 Omni International Hotel

Two Day

Registration is limited

CHICAGO • DALIAS • MIAMI • BOSION • LOS ANGILIS • DENVIR • PHISBURGH • STALLIE

St. Louis, Missouri

Unking Planning with Sudgeting Robert Usersia, Presidem, NCHEM

Management Services, Inc. Dennis Jones, President, NCHEMS

Thursday

Friday

esponding to 'Student Sight to Know's Issues and

NCHEMS

The Adam's Mark Hotel In St. Louis

will host our seminars. Please call

the hotel at (800) 444-2326

lor overnight accommodations.

Coming Events

vancement and Support of Education,
Thomas, Fin. Contact: (201) 282-590.

\$75 or (402) 485-990.

\$75 or (402) 485-

* SAN FRANCISCO

* LOS ANGELES

* SAN DIEGO

and Support of Education, To Contact: CASE, 12021 328-5900.

The 1992

Student Success

Course Seminars

A SERIES OF NEW, DNE-DAY

student success course seminars

will be offered in eight cities.

Administrators, counselors, and

instructors will be presented with

that have been demonstrated to

author of Becoming a Master

of College Survival, Inc., will

present these seminars.

dozens of strategies and techniques

improve student performance and

persistence in school. Dave Ellis,

Student and Chairman of the Buard

Houston January 27

Miami January 29

New York February 10

Philadelphia February 11

Detroit March 23

Dallas March 25

San Francisco Anril 27

Los Angeles April 28

courses, College Sarvivol Inc., Minetl.

28-35. Rand reliale, "Market
28-36. Celtical Phinking.
Technical Structure, regional institution of the College
Prochased Theodogs, "Critical Phinking.
Tenching Structure, regional institution of the College
Prochased Theodogs, "Critical Phinking, MinmaConstett, Center for Critical Thinking, MinmaConstett, Center for Critical Thinking, MinmaConstett, Center for Critical Thinking, MinmaConstett, Center for Advanced Constelled
Processing Coursel for Advanced Constelled
Constelled Thinking Constelled
Processing Constelled Thinking Constelled
Constelled Thinking Conste

a 29-31: Rose arch administration, "ba meatols of Symmoured-Project Aris tration," National Council of Union Research Administrators, Is to Contact: wruen, 1202 466-3194. 29-Fobrus y 21 Confineing solution, in conference, National Union Continuing Education Association, Continuing Education Association, Laudechule, Fla. Contact: As is berg. (2021 659-319).

here. 1923 (6% 312). Since the second of the

cuion. Illulimore. Contact: 2003 il 2014 horay: Lorisal fishite; ma-bismal Applications of Giolea Phain; conference. Minni-Dade Comma-College, Minni. Contact: Pal Inc. College, Minni. Contact: Pal Inc. 2015 horay: Conference. Universit of Favoiro, "conference. Universit of Partials, Calasvelle, Fin. Contact Favoiro, "conference. Universit of Partials, Calasvelle, Fin. Canada, Hall, Diviewrity of Florida, Glumb, Study Abrundi: the Global Ruly, "Study Abrundi: and Rully, "Ruly "Study Abrundi: and Rully, "Ruly "Study Abrundi: and Rully," Ruly "Study Abrundi: and Rully," Rully, Rully,

Deadlines

PELLOWSHIPS

A symbol int marks items that h not appeared in previous issues The Chronicle.

January 17: History of science. Applica for Rockefeller Franchision fellowsh

on Rockefeller Journalation fellowshit the history of Science, Contact Steet Livescy, Utistry of Science Begatte 622 Physical Sciences, University Oklahoma, Norman, Okla. 7309, 6 325-2213. Ins. 14051–325-368, mrs Anti-Idea Insections.

125-2213. Inx. 14071 325-305, units-Anyllafe-instructure.

January 47: Health services and polys, be-plications for postdoctorial fellowings the Tee Health Fulling Program of Health Services Research Teaching gram. Control: Nancy Removal Control Public State Programs of Control Public State Programs of Public State Programs of Public State Programs, 1365 Suite State (1865). San Franction 94107; 14151 478-4331.

1992	Jan	uary.	1902
2 3	7 1	W T	1 . 8
		1 2	3 4
5	3 7	8 9	10 11
12 1	3 14 1	5 16	17 18
19 2	21 2	2,23	24-25
26 2	7 28 2	B 30	32

January 271 Nuclear science. Application for Nuclear Regulatory Constitution and State of the Nuclear Regulatory Constitution and State of the Nuclear Regulatory Constitution in Application of the Nuclear State of the N

parlment of Snergy. Contact Lettung.
leo, Sicleace Planinering Education julion, Onk Ridge Associate julion, Onk Ridge Associate julions, Ridge Associate julions, Ridge Associate julions, Ridge Associate julions, 1821–1917, 1913–1917, 1914–19

RECCIncon, M.D., Administrator, The Agency for Health Care Policy and Research, and William Coyne, Ph.D., Prasident, 3M Canada, and Margaret Mahonsy, President, The Commonwealth Fund

Association of University Programs in Health Administration 1911 North Fort Myer Drive, Suite 503 Arlington, Virginia 22209, tel. 703-524-550

CONFERENCES, WORKSHOPS, CALLS FOR PAPERS

Monday

March 1992

Tuesday

AMOCIALE SO NCHEMS

For more information, call or write:

Arlene Barr NCHEMS Management Services, Inc.

Boulder, CO 80301-9752 (303) 497-0345 or 497-0365

FAX: (303) 497-0338

P.O. Drawer P



ANNUAL. NATIONAL CONFERENCE

of the National Association Professional Students March 12-15, 1992

hosted by THE GRADUATE STUDENT COUNCIL of THE AMERICAN UNIVERSITY Washington, DC

"Infinite Possibilities: Advocacy and Empowerment"

Registration Deadline: February 10, 1992

For more information, please call (202) 885-2472 or (708) 256-1562



The Interdisciplinery Group for Historical Literary Study el Texas A&M University

announces

Textual Technologies: Text, Image, and History A Conference on the Historicity of Culture and Its Technical Means of Production

26-29 March 1992

FEATURED SPEAKERS:

erome McGenn, Robert Dernion, J. Paul Hunter, Housion Baker, Elsine Scerry, Herbert Bisu, W. J. T. Mitchell, Kevin Klaman, Gillien Brown, Linde Williams, Hamlin Hill

or more information contact:

Jeffrey N. Cox, Chair **IGHLS Conference Committee** Department of English Texes A&M University College Stellon, TX 77843 (409) 845-3451

his conference is eponsored by The College of Liberal Arts, The College of Architecture, The Departments of English and Philosophy, The Rece & Ethnic Studies institute end The Women's Studies Program at Texes A&M University.

Call for Papers

These seminars, and others, can also be done on your campus.

NCHEMS

MANAGEMENT SEMINARS

Wednesday

"Taking Trusteeship Seriously"

Fifth Annual Symposium Indiana University Center on Philanthropy Indiana University-Purdue University at Indianapolis October 31-November 1, 1992

Proposals for papers are invited from scholars, practitioners, volunteers, trustees, and other observers and participants in voluntary action for the public good.

Suggested topics:

Educating trustees and directors

Ethics in nonprofit leadership

Cultural diversity and leadership

Trusteeship and accountability

· Trusteeship and stewardship

How trustees view staff

How staff view trustees

Trustees, philanthropy and fund raising

Trustees as advocates for the community

· Trustees as advocates to the community

Education for trusteeship

· Others that may be considered...

Proposals should be limited to two typewritten single-spaced pages and should be accompanied by a one-page biographical summary and a writing sample. Proposals must be received by February 29, 1992.

The authors of the proposals selected for the conference will be expected to present by June 15, 1992, a finished paper of 15-20 pages for distribution in advance of the conference. Authors will be expected to attend the full conference; attendance expenses will be subsidized by the Center. The Center on Philanthropy will hold all rights to accepted papers as well as the option to publish them.

Send proposals to:

Dr. Robert E. Fogal Center on Philanthropy Indiana University-Purdue University at Indianapolis

550 West North Street, Suite 301 Indianapolis, IN 46202-3162

The 1992 Student Success Course Workshops

A SERIES OF NEW, FOUR-DAY Student Success Course Workshops will be conducted by Dave Ellis, author of Becoming a Master Student and consultants from College Survival, Inc. These consultants are in daily contact with people and programs on the cutting edge" of student success.

These Student Success Course Workshops are exceptional training opportunities for teachers, coordinator and administrators who initiate or present extended orientation, study skills, and other student success COURSES

Washington, DC April 5-8 Vancouver, BC Jane 14-17 Clearwater Beach, FL July 26-29 San Diego, CA August 9-12

THE WA The 1992 Conference on Student Success Courses THE 1992 CONFERENCE ON Student Success Courses will

DALLAS *

showease the newest and best ideas for implementing or improving extended orientation courses and

CONFERENCES, WORKSHOPS, CALLS FOR PAPERS

College Survival, Inc., presents . . .

freshman seminar programs. John Gardner, Francine MeNairy, Sharon Thomas, and Dave Ellis will be featured speakers. Proposals are welcome.

CLEARWAY BEACH

Chicago November 1-4, 1992

For more information, call or write: College Survival, Inc., 2650 Jackson Blvd., Rapid City, SD 57702-3474 * Toll-free 1-800-528-8323 * Fax 1-605-343-755.

CALL FOR PAPERS Region X, American Association for Affirmative Action Conference

EXPANDING THE DIALOGUE: Affirmative Action in the 21st Century

September 11, 1992 University of Oregon . Engene, Oregon

The 1992 conference establishes a forum for affirmative action and civil rights practitioners to discuss the current trends in both theory and research in the area of affirmative action and equal employment opportunity.

All interested persons are invited to submit an abstract of their work in any area of civil rights and affirmative action, including:

· evidentiary proof for establishing a "hostile environment"

gay, lesbian, and bisexual rights rights for persons with disabilities

 sexual harassment in the workplace the glass-ceiling phenomenon
 protected class preferences and tokenism

Submission Format:

Send 5 copies of a one-page abstract headed by the paper title and the author's name, title, affiliation, address, and telephone number. The abstract should address the background methods, and conclusions of work that would be presented at the conference in the form of a complete paper.

University of Oregon Eugene, Oregon 97403 Phone: 503-346-3036

Submission and Notification Schedule:

acceptance will be sent by April 30, 1992.

Henry A. Spilla, Vice President and Director, The Center for Adult Learning and Educational Condensitian Meany & Collegeberg, Profusor, Vinerally of Maryland, Meany & Collegeberg, Profusor, Vinerally of Maryland, David W. Siewart, Director of Programs Davelopment, and Consultant in Adult Education.

The Center for Adult Learning and Educational Credentials, The American Countied on Studentials, The American Countier of Studentials, The American C

For information and registrations, contact: The Center for Adult Learning and Educational Credentials, American Council on Education; One Dupont Circle, Washington, D.C. 20036-1193, Attn: Jackle Taylor, Phone (202) 999-9475.

Focus on Adulta A Self-Study Guide for Postsecondary Education Institutions

Announcing a Workshop

rials: \$495 for teams of 4; \$395 for teams of 5; \$295 for teams of one or two individuals.

A workshop designed for college and university faculty and scinnilatrious, Pocus on Adulls will help you develop a systematic plan for assessing your institution's programs and services for so dull Bermires.

Monday, Rebrauy 11, 1926 from 8,260-600 m.

When Development of the Program of the

Post-Meeting Workshop

Responding to Allegations of Research

Misconduct in the University: A Practicum

Wednesday, 12 February, 8:30am-5:00pm • Hyati Regency, Chicago

A one day, bands-on workshop for faculty, department chairs, university administrators, and others who might have to deal with allegations of research misconduct in their institutions. The workshop, which will becue on the inquiry stage of the process, will be led by an experienced university research administrators and will feature several other.

Presents and how the state of t

Registration is limited; a cominal registration for will be charged. For information and registration materials, contact: Misconduct Practicum, Directorate for Science & Policy Programs, AAAS, 1333 H Street, N.W., Washington, DC 20005; Phone: 202-326-6600; Paz-202-289-4990.

Sponsored by the AAAS-ABA National Conference of Lawyers and Scientist

Send To:

Diane Wong, Special Assistant to the President Office of the President

Abstracts must be received by February 28, 1992. Notification of

Health Services Administration Education **AUPHA Annual Meeting**

Washington, D.C., March 19-22, 1992 PROGRAM HIGHLIGHTS Improvement, Management of Information and Technology, Focus Group Workshops, Incernational Management, Health Services Management Research

GUEST SPEAKERS: Jarrett Clincon, M.D., Adm

Presentation of The Baxter Foundation
Health Services Research Prize

CONTACT:

The second

Workload and Productivity: New Definitions and Increasing Demands

Plan to Attend the 1992 **NEA Higher Education Conference**

February 28-March 1, 1992 The San Diego Princess Resort

ISSUES TO BE ADDRESSED

- Applying Corporate Concepts to Higher Education
- Responding to the Critics of Higher Education
- Addressing the Fiscal Crisis in Higher Education
- · Assessment of Students: The Role of Faculty *Trenda in Faculty Accountability and Productivity
- · Sexual Harassment on Campus: Concepts and Issues
- Faculty Development: The Role of Unions
- Improving Faculty Employment Decisions The Racial Crisis in Higher Education
- Rewarding Good Teaching in Higher Education
- · Workload Issues for Support Personnel
- Research on Faculty Productivity: Lessons for the 90's

Registration fee (\$135 for NEA members and \$190 for non-NEA members) includes coffee breaks, reception Friday, luncheon Saturday, brunch Sunday, and materials. Special hotel and airline rates are available.

Obtain Your Registration Packet By Calling Or Writing:

Christine Maitland, Coordinator Higher Education Conference National Education Association 1201 16th Street, N.W. • Washington, DC 20036-3290 202-822-7162

NEA-SERVING HIGHER EDUCATION SINCE 1857

Announcing a national conference on recruiting, retaining, and advancing women and minority faculty in research universities

SUSTAINING **FACULTY** DIVERSITY IN THE RESEARCH UNIVERSITY

FEBRUARY 5 - 6

THE UNIVERSITY OF ARIZONA

PRESENTATION AND DISCUSSION TOPICS WILL INCLUDE:

- ✓ The supply: chellenging the pipeline myth
- Institutional change and affirmative action Ethnic and woman's studias programs
- Professional and parsonal support, including mantoring; spousal placement; perental leave
- and dapendent care Celabrating our successas and planning our future

ned by The University of Arizons in associ Council on Education. Call (602) 624-9632, axt. 247, for more inform

The Seventeenth Annual SUMMER INSTITUTE FOR WOMEN IN HIGHER EDUCATION

Program

CONFERENCES

June 28 through July 24, 1992 A residential program on the Bryan Mawr College enumpus offering women faculty and administrators intensive training in educa-tional administration. The curriculum prepares participants to work with its succerculty facing higher education, with empha-sis on the growing diversity of the student body and the work

ACADEMIC ENVIRONMENT Adrian Tinaley, Ph.D., President, Bridgewater State College Strategic planning Undergraduate curriculum reform - Assessment of learning outcomes

- ACADEMIC GOVERNANCE
- Sheila Kaplan, Ph.O., Chancellor, University of
- Decision making process
- Policy implementatio
 Constituency groups
- INSTITUTIONAL ENVIRONMENT
 G. Richard Wynn, Ph.O., Vice President for Finance and
 Administration and Tressarer, Haverford College
- Budgebing procedures
 Legal issues
 Employee relations
 information technology

- PROFESSIONAL DEVELOPMENT Cynthia Secor, Ph.O., Director, HERS, Mid-America, University

Participation la limited. The cost for the Institute, including tu-tition, room and board, is \$4500, and, in addition, a \$73 non-refundable application fee. Deadline for application is April 6.

Cynthia Secor, HERS, Mid-America, University of Deriver For more information, contact: Betsy Metzger, HERS, Mtd-America, Universal Danver, Colorado Women's College Campus, Denver, CO 80220, (303) 871-6866

THE BARD CENTER'S

THE END OF ARGUMENT:

A Crisis For American Education

Democracy

January 23 & 24. Has American society reached the end of civil argument?

Have American schools reached a point when they must redefine the ends of

If democracy is to survive demagoguery. argument cannot be synonymous with quarreling squabbling, wrangling, or bickening. New forms and forums will be needed to teach students to respect diversity, value disagreement, and make

1992 arguments that are not assaults.

FEATURED SPEAKERS

PATRICIA BIZZELL_c Holy Cross, The Rhetorical Tradition, and essays on academic discourse; SUSAN BORDO, LeMoyne, Unbeoroble Weight Feminism, Western Culture, and the Body: CHARLES DERBER, Boston College. The Pursuit Of Attention; ROBERT J. FOGELIN, Dartmouth. Understanding Arguments: ELIZABETH FOX-GENOVESE, women's studies, Emory, Feminism Without Illusions: A Critique of Individualism: OLIVIA FREY, St. Olaf College, The Intimote Critique: Autobiographico Literary Criticism; CATHERINE LAMB, Abion, "Beyond Argument in Feminist Composition", ANDREA NYE, Wisconsin, Words of Power: A Feminist Reading of the History of Logic, PAULA ROTHENBERG, William Paterson College, Director, New Jersey, Project, Racism and Sexism An Integrated Study.

FOR INFORMATION & REGISTRATION

contact Judi Smith, Conference Coordinator, Bard College, PO Box 5000. Annandale-on-Hudson, New York 12504-5000 (914) 758-7484

Continued From Figs. A23
Continued From Figs. A23
Linnary 34. Branch. Application for January 34. Branch. Application for a bina for secretary at least the first property of th

PATITUTES, WORKSHOPS

1502 Johnson 199 Sacient

1502 Johnson 199 Sacient

1502 Johnson 199 Sacient

1502 Johnson 199 Sacient

1503 M T W T F I

1504 Johnson 199 Sacient

1504 Johnson 199 Sacient

1505 B T R S Sacient

1506 B M T W T F I

1506 B M T W T F I

1506 B M T W T F I

1507 B M Sacient

1507 B M Sacient

1508 B M

10158.
To Fobrumy 18: Ethnic studies. Application for Rockefeller Foundation felevish Coolact: Evelya Hu-Delfart, Birth Center for Studies of Ethnicity at him America, University of Orient Campus Box 339, Soulder, Cala. 3133, 492-8852.

Rebrumy 18: O(lobal stance, America)

Rebrumy 18: O(lobal stance, America)

Campus Box 339, Border, Cale No. 1903) 429-885.
1903) 429-885.
1903) 429-885.
1904 and Cale Indiang. Application of Colonial Change Distriguished Fox Global Change Distriguished Fox Global Change Distriguished Fox Global Change Distriguished Fox Colonial Change Cha nia, 3300 Heary Avent

January 22: Education research. Arbo-tions for new owards under the Eu-thonia Research Grass Prosters.
Initiated Studen. Company of the Initiated Studen. Company of the Petropy Avena, N. W., Room 6th, Pa-juston 20205-564; [202] 19-221.
Armany 30t History of medicine. Arbo-tions for grants for research state Historical Collections of the Library to Collection of the Library Initiated Collections of the Library Initiated Collections of the Library Initiated Collections of the Library Assistant, Francis Chark-Wood Installation Assistant, Francis Chark-Wood Installation

naary 31: Taachar education. Proposol January 32: Tascher education. Proposals on the theme "Teccher Education in on Ero of Global Change." For possible pre-centificion at the vounthly of the International Change. The possible pre-centificion at the vounthly of the International Change of th

Acutemic Advising Association, to be fold in October in Actions. Contection of the Contection of the Contection of Sciences, Octavia, State University Plant, Admin 2003-0188, 1604 (a):1-201.

Wherevier Plant, Admin 2003-0188, 1604 (a):1-201.

In the Contection of the Contection of the Contection of the Contection of the Americas, "for possible recention on the canonic serious conference of the New York, and the Contection of the Contection

1992	1	Fe	bru	агу		1992	
•	М	τ	w	Ţ	•	8	
-					_	1	
2	3	4	5	6	7	8	
			12				
			19				
23	24	25	26	27	28	29	٠

n Fabruary 3: Interdisciplinary programs.
Abstracts of papers for possible prenentation of a untilonal conference ou non-troditional and interdisciplinary pregams,
to ho held in May in Virainia Heach. Cuntact: Snily Relithinsaborer. Associate
Vice-President for Administration oud

Professional Development, Center for Professional Development, George Ma-con University, Fairfix, Vn. 22030-4444; 17031 993-2109, fnx 17031 993-2098. ebruary 10: Education. Proposals on the thome "Creating the Quality School," for

thems "Creating the Quality School," for provible pretentation at a conference to be held in Maren and April in Norman, Olds. Counter: Edward Chance, Direc-tion of the Study of Changel Rand Constitution, Norman, Olds. 7307-7005; (605) 125-7111, fax. (465) 125-1824. Parkusty 43 Emrimonantal relation. Ab-stracts of propers on the thems "Whete Recoursers and Environment: Education. Training, and Accords," for persible 131 bit 1976 (1976) 1976.

presentation at a conference, to be held in July in Fort Collins, Colo. Contact: Junet Lee Monters, Civil Engineering Depart-ment, Colorado State Univorsity, Fort Collins, Colo. 80523; (303) 491-7425, fux (303) 491-7727,

(303) 401,7727.

Interedibinal programs. Proposits on the theme. "Strutcajes for Cross-Cultural Interedibinal programs. For Cross-Cultural Communication in the New Information Age: Constitutity, Change, and Innovation." for possible precentation in the annual congress of the International Society for Interestural Education Training and Rescorct, to be held in May in January Street, N.W., Washington 2009; 1302) 737-5000, fax (2021 332-5553.

MISCELLANY

January 31: Edacetton. Nominations of indi-viduals, grasps, or institutions for con-sideration for the Orawencyer Award in Education, Coninct: Onwerncycr Award in Education, School of Education, University of Louisville, Louinville, Ky. 40292-0001; (502) 588-6411, fax (502) 588-

wenty of Lositytile, Loumville, Ky.

40027-0001; 1027, 364-411, fax. (202) 38840728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

40728.

VIDEOCONFERENCES

Live, via satellite from the AECT National Convention

Multi-Cultural Education in the Quincentenary Year: A Multi-Media Approach

Thursday, February 6, 1992 12:00 Noon - 1:30 p.m. (ET) An interactive videoconference featuring a sneak preview of the project "Burled Mirror: Reflections on Spain and the New World." This unique series utilizes print, video and videodisc to bring Hispanic culture into the classroom. Panelists of the videoconference will discuss ways in which the project will serve as an excellent resource to meet the growing needs for multi-cultural education.

resenters Include:

retenters Include:
Carlos Freentes, Distinguished Diplomat,
Mark Pachier, The Smithsonian Institution
Regay Liss, Noted Author and Historian

Regay Liss, Noted Author and Historian

Regar Liss, Noted Author and Historian Charles Benton, Public Media, Inc.

censing Fee: \$ 30.00 (includes taping rights) possored By: AECT and The International Resource Group of NUTN

Per more information: Old Dominion University, Norfolk, VA 1-800-548-4807 (804) 683-3181

The Chronicle of Higher Education

EDITOR Corbin Owaliney

MANAGING EDITOR Mulcolm G. Scully ASSOCIATE EDITOR Edward R. Weidlein

ASSOCIATE MARMORIO EDITIONS Cheryl M. Fields (Paint of View & Opinion), Paul Depainsseas: Heater-selemall, Soral Jackhi (Notional)

RESIDENT STATES (Inc. 1998). The Company of the State o

Technology)

SERONS WITTENE LAVUTGE Birmiller, Ellen K. Coughin, Robert L. Jacobson Associate seation Extrem Cull Levin (Section 2)

Associate Serons Manier, Associate Serons College Birminaryk, Mary Cytela Cage, Manier, Capeta, C

STUDENT ASSISTANTS Hope Anne Nethan, Robert R. Schmidt, Jr

STUDIET ASSETSATES 1600 A Anne Nathan, Robert II. Schmidt, Fr.

CONSESSIONOMINE, 220 Engalic, Karen, J. Westler,
II. S. Soul Hicker, 220 Engalic, Karen, J. Westler,
III. Soul Hicker, 220 Engalic, Karen, J. Westler,
Austlin C. Widerreim Hildmangenis, J. Sausht Saglein Diew Yortst,
Neter Missaglein Bestulet, Charles Harrison (Tirensous
Devision Cristian Dimensous, Virgues Charles, Lander Harrison,
Devision Cristian Dimensous, Virgues Charles, Lander Hersel,
Devision College, Devision Devision, Francis Freedings (Cristian),
Time Franca (Chiled, Sarah Lubrasan (Chiles), Leale Oyse Witpas (Colombish,
Devision Solies), Devision Oder (Edization Europe), Parriso Revelley, Devision Hilder,
Information, James (Cristian), Anne Martinette, Martinette, Martinette,
Information Reput (Inpens), Rhomo Shander det Jodger Michoes), Robins Lifette
Petral, Linda Vorganado (1908) Africa, Alexander Tomasz Messay (Soviet
Union), Jane Chounds (1904)

ASSOCIATE PUBLISHERS William D. Criger, Joyce Hackley Olucio, Robinstin D. Ross

DIRECTION OF FINANCIAL BERWICES Angela Petrillo ACCOUNTIAC ASSISTANTE DE SI. VII ACCOUNTIA ASSISTANTE DEBIDIO Aurigemma, Bonnie Oskins ACCOUNTS RECENANA ASSICULTE Marie Engel Eurahast ASSISTANTE Johanna Crocs. Sommed Ethema

DEFAM ADVENTISMO DIRECTION Dome Deaton (Washington) REGIONAL SLEEP MANAGEME MES, Mr. Cornolly (Milmespoll), June O, Billott and Lyner (Mildione), Luck August and San 1 percent of the August and San 1 percent of the August and San 1 percent MANAGES Betty Burchost Jr. (New York) PRODUCTION MANAGES Lucker Mr. Coffiani, Disprint N. IIIII SALIS ANSERIANT Experient Percent Coffiani, Disprint Percent Coffiani, Dispri

BRAILEN BAMEN DEREFORE OF PERSONNEL LAIRS S. Harris
BRAINEN DER PROSEDENCE ACCIDITATION CONTROLLA DE LA CONTROLLA DE LA CONTROLLA DEL CONTROLL

OFFICE MANAGER Liss A. Sirchard ASSESTANT OFFICE MANAGER Angels B. Puryear OFFICE ASSOCIATE Passels Poolson ASSESSATIS Sarah Barton, Mario Perilto, Joyce Phinises, Occe Puryear

DUDTION AND COMPUTER DIRECTOR Cerard A. Lindgren MARIES Cynthis J. Kennody, Steve Smith Heavent PRODUCTOR MANAGER Through A. Stecla DUDTION ASSOCIATES Parasis Barton, Grenda Haina, Carol B. King, See McClashery, David N. Miller, Charica B. Short, E. Day Wilkas

CHRONICLE TYPE & BERION
DIRECTOR Tyler P. Whitmoru
PRODUCTOR GOOCHSBARGOR Holly C. Hornor
ART ASSOCIATES Sheric Cood, Jojo Gragasia, Jasmico S. Simwart
ADMENSTRATOR ASSECTART Lyon P. Calledali

HOLE INFORMATION SERVICE

EDITIONAL AND BESSETS OFFICES 1255 Twenty-Third Street, N.W., Whithingson, D.C. 2007, 1003 460-1000 Hes 1000 He

a . spill a steal of the state of the state of